MISSOURI DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS

ANNUAL REPORT

Office of the Director
Labor and Industrial Relations Commission
Division of Labor Standards • Board of Mediation • Division of Workers' Compensation
Missouri Commission on Human Rights • Governor's Committee on Employment of the Handicapped
Division of Employment Security

1988

John Ashcroft
Governor
State of Missouri

Jerry M. Hunter
Director
Department of Labor and Industrial Relations

MISSOURI DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS
JEFFERSON CITY, MISSOURI 65101
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JOHN ASHCROFT
GOVERNOR

JERRY M. HUNTER
DIRECTOR

December 1, 1988

The Honorable John Ashcroft
Governor of Missouri and
The Labor and Industrial Relations Commission

Dear Governor and Commission Members:

It is with great pleasure that I present on behalf of the Missouri Department of Labor and Industrial Relations its Fourteenth Annual Report.

This comprehensive review of departmental activities is designed to comply with the provisions of Section 288.260 of the Revised Statutes of Missouri (RSMo). As you review this report you will find the level of service to our citizens near record levels.

Missouri experienced strong economic growth during Fiscal Year 1988. Total employment averaged almost one percentage point more in Fiscal Year 1988 than in Fiscal Year 1987. There were more Missourians working in Fiscal Year 1988 than Fiscal Year 1987.

During the past fiscal year the Missouri Job Service placed 95,149 individuals in jobs. There were 242 statewide placements per staff for this reporting period. Overall, it was a good year for the Missouri Department of Labor.

We look forward to your continued effective leadership in the execution of programs and services that promote individual economic stability and advancement for the citizens of Missouri.

Sincerely yours,

Jerry M. Hunter

Jerry M. Hunter
Director

Table of Contents

Page

Department of Labor and Industrial Relations 1
Labor and Industrial Relations Commission 3
Division of Labor Standards 4
State Board of Mediation 9
Division of Workers' Compensation 13
Governor's Committee on Employment of the Handicapped 21
Missouri Commission on Human Rights 24
Division of Employment Security 27

Fourteenth Annual Report
Fiscal Year Ending June 30, 1988

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Lester L. Watkins, Member
Mary Lou Lanza, Secretary

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Department of Labor and Industrial Relations

The Omnibus State Reorganization Act of 1974 established the Missouri Department of Labor and Industrial Relations in July 1974 for the purpose of assisting and encouraging economic stability in the state.

In Fiscal Year 1988, the Department's six Divisions again fulfilled the assigned mission, with end-of-the-year reports showing the level of service to be at or near record levels.

For example, in 1983, the Governor's Committee on Employment of the Handicapped recorded 1,821 information, referral and advocacy contacts requiring follow-up. That number increased to more than 2,900 in 1987.

The Missouri Division of Employment Security, hampered most of the year by staff reductions, found jobs for 95,190 individuals. The statewide average number of placements per staff was 242, with one local office averaging 675 placements per staff.

Employment Security's Unemployment Insurance Trust Fund continued strong in FY 1988, with a balance of $375,139,188.56 at year's end. This balance represents a growth of more than $24 million from the $349,771,040.37 balance at the end of FY 1987. This was accomplished along with increasing the maximum weekly benefit for unemployed workers to $140.

In FY 1987, there was a drastic reduction in the number of prevailing wage objections filed with the Labor and Industrial Relations Commission. The number of objections dropped from 1,732 in FY86 to 76 objections in FY87. In FY88, the total number of objections declined again to 56.

The reduction was a result of a continued increase in inspections, surveys and visits by the Division of Labor Standards.

Missouri Department of Labor and Industrial Relations
Administrative Expenditures Fiscal Year 1988

Agency	Personal Service	Equip. & Expenditures	Program Specific	Total
Director & Staff	$ 83,247.00	$ 25,255.00		$ 108,502.00
Labor and Industrial Relations Commission	399,772.00	60,923.00		460,695.00
Gov. Comm. on Empl. of the Handicapped	166,244.00	48,428.00		214,672.00
Board of Mediation	70,488.00	25,665.00		96,153.00
Comm. on Human Rights	763,160.00	211,740.00		974,900.00
Div. of Labor Standards				
Administration	561,081.00	136,341.00		697,422.00
On-Site	185,970.00	54,212.00		240,182.00
M.S.H.A.	56,208.00	39,342.00		95,550.00
Subtotal	803,259.00	229,895.00		1,033,154.00
Workers' Compensation				
Administration	3,132,779.00	774,716.00		3,907,495.00
Second Injury Fund	0.00	58,360.00		58,360.00
Crime Victims Comp.	0.00	0.00	$ 1,831,463.00	1,831,463.00
Second Injury Fund	0.00	0.00	11,807,696.00	11,807,696.00
Subtotal	3,132,779.00	833,076.00	13,639,159.00	17,605,014.00
Div. of Employ. Sec.				
Administration	35,597,966.00	12,057,081.00		47,655,047.00
Spec. E.S. Fund	0.00	0.00	21,872.00	21,872.00
JTPA Contracts	0.00	4,901,664.00		4,901,664.00
Fed. Contracts (TRA)	0.00	431,485.00		431,485.00
Subtotal	35,597,966.00	17,390,230.00	21,872.00	53,010,068.00
Grand Totals	$41,016,915.00	$18,825,212.00	$13,661,031.00	$73,503,158.00

Office of the Director

The Director of the Department of Labor and Industrial Relations is responsible for the overall supervision and management of the six agencies operating within the Department. In this regard, the director has final authority on personnel and budgetary matters, uses of state and federal funds as appropriated to the department, and policy formulation. Recommendations are made to the Governor by the director in the area of labor, job training and employment matters. Six division heads and two personal staff members as assigned report directly to the department director.

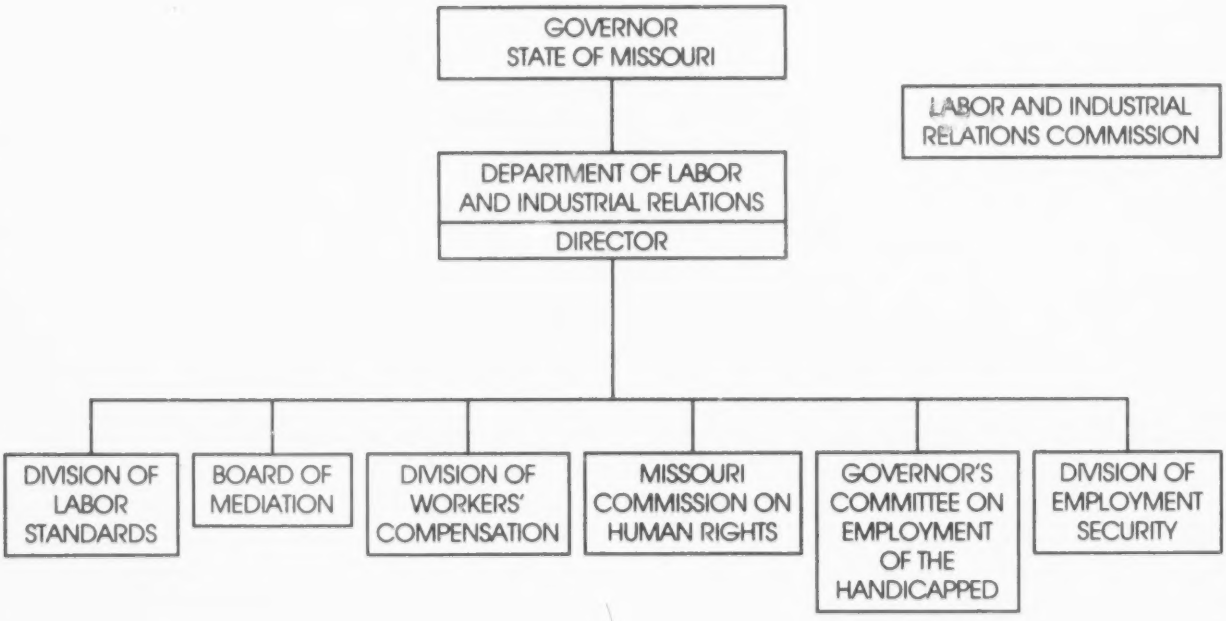
The Department of Labor and Industrial Relations is responsible for administering programs which:

- promote job placement;
- provide an income contribution for workers to offset the loss of a job because of injury;
- provide an income contribution for workers to offset the loss of a job because of layoff;
- resolve matters of majority representation and appropriate bargaining units, and the first steps in collective bargaining;
- regulate wages for certain work in public works and construction and for women;
- assist in employment of the handicapped;
- enforces Missouri's antidiscriminatory statutes.

Primary Goal

Individual economic stability and advancement is the primary goal of the department. Underlying the economic stability goal is the need to be responsive and fair to both employees and employers.

The three-member Labor and Industrial Relations Commission serves as an appeals body, and makes decisions from appeals by interested parties concerning monetary awards arising out of the unemployment insurance and workers' compensation programs, and from determinations on the prevailing hourly rates of wages on public works and highway contracts.



Labor and Industrial Relations Commission

The Labor and Industrial Relations Commission is composed of three members appointed by the Governor by and with the advice and consent of the Senate.

One member of the commission who, by reason of his previous activities and interests and who is licensed to practice law in the State of Missouri, shall represent the public. Another member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employer. The remaining member, on account of his previous vocation, employment, affiliation or interests, shall be classified as a representative of the employee.

A member of the commission is designated by the Governor as chairman. Historically, the representative of the public was always designated and confirmed as chairman of the commission and the present designee as chairman is also the public member designee of the commission.

Duties

The commission reviews all appeals from decisions and awards in workers' compensation cases, unemployment compensation cases and victims of crimes compensation cases and hears objections to prevailing wage determinations at the highest administrative level.

In connection with these appellate duties, the commission holds hearings and renders written opinions pursuant to the provisions of the Missouri Administrative Procedure Act which are, in turn, subject to review by the Supreme Court of Missouri and courts of lesser appellate jurisdiction.

Appeals

Employment Security

	1988	1987
Employee Benefit Appeals	2,956	2,786
Employer Contribution Appeals	131	144
Benefit Decisions Issued	281	411
Benefit Orders Issued	2,735	2,608
Contribution Decisions Issued	10	17
Contribution Orders Issued	123	122
Hearings and Oral Argument	7	16
Appeals to Circuit Court	123	111
Benefit Cases Pending June 30	627	617

Workers' Compensation

	1988	1987
Application for Review of Award of Administrative Law Judge	215	235
Application for Modification of Award of Administrative Law Judge	71	56
Applications for Approval of Settlements	47	60
Awards Issued	113	143
Orders Issued	176	172
Hearings, Oral Arguments and Evidence	71	68
Appeals to Circuit or Appellate Courts	49	51
Applications for Review on Hand June 30	32	40
Applications for Modifications Pending June 30	36	22
Cases Pending for Review June 30	33	35
Cases Pending for Oral Arguments June 30	55	36

Prevailing Wage

	1988	1987
Objections Filed	56	76
Objections Heard	2	2
*Hearings	2	1
Orders Issued	18	18
Final Determinations	0	1
Appeals to Court	1	0

*Appropriate consolidation of objections filed resulted in the number of Hearings conducted.

Division of Labor Standards

The Division of Labor Standards was created by the Reorganization Act of 1974 by combining the divisions of Industrial Inspection, Mine Inspection and the Prevailing Wage Section.

The administrative officer of the division is the director who reports to the Director of the Department of Labor and Industrial Relations.

The director, with administrative support personnel, performs the business and accounting for all receipts and expenditures of all funds allocated to the division, collection of fees, issuance of theatrical booking agency licenses, provides assistance to the public relating to wages, hours and dismissal rights and compiles and coordinates reports and statistics in support of the operating sections. The operating sections are the Prevailing Wage Section and the Inspection Section.

The Prevailing Wage Section is responsible for enforcement of what is known as "The Prevailing Wage Law" which provides that no less than the prevailing hourly wages for work of a similar character in the locality in which the work is performed shall be paid to all workers employed by or on behalf of any public body engaged in public work.

The Inspection Section consists of two parts: (1) mine inspection, and (2) on-site consultation and inspection.

Inspection Section

Among the duties assigned the Inspection Section are: (1) Enforcement of the provisions of the State Child Labor laws, Chapter 294, RSMo, 1978; (2) Investigation of all accidents serious enough to require physical rehabilitation, and recommendations of safety equipment and procedures to the employers of the injured employees, Section 291.140, RSMo, 1978; (3) Inspection and licensing of theatrical booking agencies, Chapter 289, RSMo, 1978; (4) Wages, hours and dismissal rights, Chapter 290, RSMo, 1978; (5) Inspection of Missouri Mines and Caves, Chapter 293, RSMo, 1978.

Indicated are the number of inspections and investigations conducted during FY 1988:

Child Labor Inspection	2,989
Violations	143
Prosecutions	22

Missouri Mineral Production FY 1988

Kind of Mine	Tons Produced FY 1987	Tons Produced FY 1988
Clay	682,499	717,689
Coal	4,248,124	4,201,668
Copper	66,385	64,753
Iron	787,411	898,400
Lead	428,673	431,585
Zinc	75,187	70,417
Granite (Felsite)	337,860	384,832
Shale	1,069,964	1,018,370
Silica Sand	697,972	819,651

Concentrates — Lead-Zinc-Copper
Pellets — Iron

Clay FY 1988

Clay production in FY 1988 showed an increase of 35,190 tons compared to FY 1987.

Leading Clay Producers for FY 1988

A. P. Green Refractories	178,331
Lowe's Southern Clay Co.	162,958
River Cement Co.	98,009
National Refractories Co.	64,300

Operators	Tonnage
A. D. Willis & Son Co.	17
Alsey Refractories Co.	28,849
A. P. Green Co.	178,331
Arthur Dillon Co.	38,098
Dillon Clay Mining Co.	37,344
Forest Johnson Clay Co.	15,397
Harbison-Walker Refractories Co.	28,420
Kasten Clay Products	17,871
Langenberg Mining Co.	13,381
Lowe's Southern Clay Co.	162,958
National Refractories Co.	64,300
River Cement Co.	98,009
Southern Clay, Inc.	34,714

10-Year Production Record

Year	Tons	Year	Tons
1979	1,133,541	1984	729,138
1980	1,326,280	1985	810,323
1981	887,639	1986	653,804
1982	816,118	1987	682,499
1983	653,058	1988	717,689

Coal FY 1988

Coal production in FY 1988 decreased 46,456 tons when compared to FY 1987.

Leading Coal Producers for FY 1988

Associated Electric Corp., Inc.	2,403,090
N.E.M.O. Coal Co.	795,096
Pittsburg & Midway Coal Co. (Empire Mine)	437,941

Operators	Tonnage
Am-Earth Corp.	25,149
Associated Electric Corp., Inc.	2,403,090
Burbridge Coal Co.	104,627
*Caylor Construction Co.	46,076
Hi-Tech Mining Co.	29,055
Missouri Mining Co.	31,035
N.E.M.O. Coal Co.	795,096
Peabody Coal Co. (Power Mine)	95,138
Pittsburg & Midway Coal Co. (Empire Mine)	437,941
Pittsburg & Midway Coal Co. (Midway Mine)	222,891
SunPyre Mining, Inc.	9,717
Universal Coal & Energy Co.	1,853

*Formerly Central West Coal Co.

10-Year Production Record

Year	Tons	Year	Tons
1979	6,850,223	1984	5,752,206
1980	5,904,795	1985	6,634,174
1981	4,623,130	1986	4,773,784
1982	5,471,155	1987	4,248,124
1983	5,460,848	1988	4,201,668

Production by County

County	Tons
Barton	447,658
Bates	251,946
Henry	95,138
Howard	1,853
Putnam	31,035
Ralls	104,627
Randolph	3,198,186
Vernon	71,225

Iron FY 1988

Iron production increased 110,989 tons during FY 1988 compared to FY 1987.

Operator	Tonnage
Pea Ridge Iron Ore Co.	898,400

10-Year Production Record

Year	Tons	Year	Tons
1979	338,563	1984	1,420,395
1980	1,570,013	1985	1,104,638
1981	1,554,612	1986	1,248,768
1982	1,553,513	1987	787,411
1983	618,178	1988	898,400

Lead, Zinc, Copper FY 1988

Lead production in Missouri for FY 1988 increased 2,912 tons when compared to FY 1987. Zinc decreased 4,770 tons compared to FY 1987. Copper production decreased 1,632 tons compared to FY 1987.

Operators	Lead	Zinc	Copper
The Doe Run Co.	298,993	42,584	57,956
Cominco Metals, Inc.	96,419	15,750	6,797
Asarco, Inc.	36,173	12,083	

10-Year Production Record

Year	Lead*	Zinc*	Copper*
1979	709,412	126,745	29,241
1980	768,690	129,855	30,315
1981	611,639	114,512	19,302
1982	656,645	118,041	13,448
1983	622,015	118,871	11,458
1984	566,982	122,640	13,146
1985	406,917	86,736	19,030
1986	551,904	97,043	58,105
1987	428,673	75,187	66,385
1988	431,585	70,417	64,753

*Tons

Silica Sand FY 1988

The FY 1988 production of Silica Sand increased 121,679 tons compared to FY 1987.

Operators	Tonnage
Master Bros. Silica Sand	52,138
U. S. Silica	268,600
River Cement Co.	145,320
Unimin Corp.	353,593

10-Year Production Record

Year	Tons	Year	Tons
1979	1,098,011	1984	655,667
1980	1,127,920	1985	669,883
1981	1,112,040	1986	596,592
1982	1,083,175	1987	697,972
1983	758,606	1988	819,651

Shale FY 1988

Shale production for FY 1988 decreased 51,594 tons compared to FY 1987.

Operators	Tonnage
Buildex, Inc.	129,656
Ceramo Co.	5,891
Continental Cement Co.	151,281
Dundee Cement Co.	645,304
Midland Brick & Tile Co.	86,238

10-Year Production Record

Year	Tons	Year	Tons
1979	1,415,073	1984	875,515
1980	1,186,667	1985	909,142
1981	1,024,042	1986	948,055
1982	916,582	1987	1,069,964
1983	819,200	1988	1,018,370

Granite FY 1988

Operators	Tonnage
G.A.F. Chemicals Corps.	382,298
Missouri Red Quarries, Inc.	1,714
St. Francois Red Quarries	820

No fatal accidents occurred in Missouri Mines as inspected by the Division of Labor Standards in FY 1988.

Caves

An Act of the 63rd General Assembly authorized and directed inspection of all caves held open to the public and to require every cave owner, operator or agent to provide necessary safety guard rails, bridges, ladders, entrances, platforms, walkways, safety barriers, rails, paths, all electrical and other safety measures in and around any such caves before they may be opened to the public and to file complete and true map plans of such caves.

Section 293.260 RSMo requires the Inspection Section to inspect such caves at least once a year. The annual inspection fee is thirty-five dollars ($35).

County	Name of Cave	Address
Barry	Crystal Caverns	Cassville
Boone	Boone Cave	Columbia
Camden	Bear Cave	Camdenton
	Ozark Caverns	Osage Beach
	Bridal Cave	Camdenton
Carter	Cave Spring Onyx Caverns	Van Bureen
Crawford	Cathederal Cave	Leasburg
	Onondaga Cave	Leasburg
Franklin	Fisher's Cave	Sullivan
	Meramec Caverns	Stanton
Greene	Crystal Cave	Springfield
	Fantastic Caverns	Springfield
McDonald	Ozark Wonder Cave	Noel
	Bluff Dweller's Cave	Noel
	Truitt's Cave	Lanagan
Marion	Cameron Cave	Hannibal
	Mark Twain Cave	Hannibal
Miller	Indian Burial Cave	Osage Beach
	Fantasy World Cavern	Osage Beach
Morgan	Jacob's Cave	Versailles
St. Francois	Bonne Terre Cave	Bonne Terre
Shannon	Round Spring Cave	Round Spring
	Devil's Well Cave	Van Burean
Stone	Talking Rock Cave	Silver Dollar City
	Marvel Cave	Silver Dollar City
Wayne	Rebel Cave	Silva

Mine Safety Training Section

The Mine Safety Training Section of the Missouri Division of Labor Standards continued its program of assistance in developing and promoting Federal/State coordination and

cooperation in improving the health and safety conditions in Missouri's mines, consistent with the intent of the Federal Mine Safety and Health Act of 1977. This law affects all owners and/or operators in surface and underground mines.

The Mine Safety Training Section is composed of three instructors and one secretary. New Miner, Annual Refresher, First Aid and Mine Rescue classes are held throughout the State. During the period July 1, 1987 to June 30, 1988, training was provided for 3,084 miners.

Services

In addition to safety training, the State Mine Safety Training Section provides a variety of other services to the mining industry. The instructors will, upon request, discuss and interpret the Federal (MSHA) training laws for individual companies. When mining operations lack sufficient company safety training plans, assistance is provided to the companies in writing adequate ones. The instructors also provide mine rescue training to the mine having rescue teams. On Site Safety Consultation is also available to Missouri's mine operators, upon request.

The Missouri Division of Labor Standards, Mine Safety Training Section believes one of its major assets is its availability to the State's mining industry. Mine operators in the State of Missouri have been apprised of the availability of safety training, and continue to utilize this service.

Missouri Safety and Health Consultation Service

The Missouri Legislature created the Missouri Safety and Health Consultation Service effective July 1, 1979. This service is funded 90 percent by the Federal government and 10 percent by the State government. The objective of this service is to provide professional expertise to the Missouri business community in the area of safety and health in the workplace at no cost to the employer in order to reduce costly accidents and illnesses.

This service is a strictly confidential consultative activity with no fines or penalties.

The service is available to all businesses in the State only upon their request. The place of business cannot be visited without the invitation of the owner or duly authorized representative. This program is found in all fifty States and was mandated by the United States Congress. During the period July 1, 1987, to June 30, 1988, the Division received 390 requests for assistance, and performed 324 visits to the Missouri business community.

In these 324 visits, staff consultants found 6,594 hazards and have made recommendations to the employers as to the most expedient and least expensive method of eliminating these hazards. These visits have provided a safer and more hazard free place of employment for approximately 23,254 employees.

Upon Request

In addition to hazard identification and correction, this service now offers training and education for employers and employees in all safety and health matters. Each training visit is tailored to the needs and wishes of that particular business.

Exemptions from OSHA Enforcement inspections are now given for a one year period to businesses who eliminate all safety and health hazards and establish and maintain an effective safety and health program.

Prevailing Wage Section

The Prevailing Wage Section was established for the purpose of administering and enforcing those Missouri statutes pertinent to the Prevailing Wage Law. The specific issues which lie within the responsibility of the Prevailing Wage Section include conducting wage surveys, wage inspections, issuing wage determinations, and the Annual General Wage Order for the Highway and Transportation Commission.

Additionally, this section is responsible for providing that information required by the Labor and Industrial Relations Commission in support of wage determinations or the wage order and resolution of any objections against same.

Construction Wage surveys are conducted periodically throughout the year to establish

the prevailing wage rates for laborers, mechanics and other workers employed in the construction of public works. In addition, one-site inspections are performed to assure compliance with the prevailing wage scales and to investigate workmen's complaints. During the past two fiscal years, this Section's performance statistics were as follows:

Summary Prevailing Wage Statistics

	FY 1987	FY 1988
1. Determination issued	3,152	3,083
2. Inspections and/or visits to public bodies	4,995	4,919
3. Objections filed	76	56
4. Violations	85	94
5. Wages and Penalties Assessed	$400,441.53	$465,397.12
6. Workmen Effected by (5)	529	504

Prevailing Wage Section Number of Wage Determinations

State Board of Mediation

The State Board of Mediation is a quasi-judicial board created by an act of the General Assembly in 1947 through the enactment of Chapter 295. The Board was established to mediate labor disputes occurring in public utilities and to aid the utility employer and its union employees in their collective bargaining negotiations so that labor disputes in public utilities could be peacefully settled without strikes or lockouts. Provisions of Section 295.180 were held to be in conflict with federal law and, to that extent, invalid under the Supremacy clause of the U. S. Constitution.

The five member Board, appointed by the Governor, consists of two members who are employers of labor or selected from an association representing employers of labor, and two members holding membership in a bona fide trade or labor union. The fifth member is neither an employee nor an employer of labor and serves as full-time chairman and administrator of the agency.

Public Sector Labor Law

In 1967, the Missouri legislature enacted the Public Sector Labor Law. This law covers certain public employees in Missouri. Under Missouri statute and caselaw, public employees have the right to join a union, however, they have no right to strike or to enforce any agreement which they may reach with the public employer.

The act provides that public bodies or their designated representative shall meet, confer and discuss proposals relative to conditions of employment with the labor or employee organization which is the exclusive bargaining representative. The Board is statutorily charged with the responsibility of determining an appropriate unit of employees based on whether or not they share a community of interest and to determine majority status by conducting an election.

The Board has no authority to process unfair labor practices. An appeal from a decision of the Board may be taken to the circuit court. The administrative rules for processing a petition were promulgated in 1976 and can be found at 8 CSR 40-1.010 to 40-2.180.

Resolutions/ State Agencies

During 1987-88, the State of Missouri engaged in meet and confer sessions with the unions representing state workers. Copies of the completed Resolutions were filed with the State Board of Mediation. A summary of each unit follows:

1. Department of Mental Health/Missouri Nurses Association. Approximately 684 employees covered. Term: June 30, 1988 through June 30, 1991.

2. Department of Corrections and Human Resources/AFSCME Council 72. Approximately 2,832 employees covered. Term: January 1, 1988 through December 31, 1990.

3. Department of Corrections and Human Resources, Probation and Parole, and Clerical units/Service Employees International Union, Local 714. Approximately 1,063 employees covered. Term: under discussion. Resolution expired July 31, 1988.

Litigation

***Robert Baer et al., v. Civilian Personnel Division, St. Louis Police Officer's Association, et al.*, Case No. CV185-467CC, Cole County Circuit Court, 714 S.W.2d 536 (W.D. 1986).**

This case is a Petition for Review of a final order of the State Board of Mediation. The Board of Mediation was not named as a necessary party. Defendants' attorney filed a motion to dismiss said Petition for Review for failure to name the State Board of Mediation as a necessary party. On July 30, 1985, defendants' motion to dismiss was granted. Plaintiffs filed an appeal from that decision with the Missouri Court of Appeals, Western District, again arguing that the State Board of Mediation was not a necessary party to said Petition for Review of the Board's final order. The Western District agreed and issued its opinion remanding the case back to Cole County Circuit Court with directions to reinstate the petitioner's Petition for Review, thereby confirming that the Board is not a necessary party on Judicial Review. The case was then addressed on its merits. Plaintiff contention that "dispatchers" were "police" within the meaning of 105.510 RSMo and not covered by the act was overruled and the decision of the Board affirmed. Motion for rehearing and transfer to the Supreme Court was denied. Case Closed.

***Institutional and Public Employees Union, Local 410, AFSCME, AFL-CIO v. State Board of Mediation, et.al.*, Case No. CV187-541CC, Cole County Circuit Court.**

This case involves a Petition for Review of the Board's final order. A motion to dismiss the State Board of Mediation and its individual members was filed in light of the Western District Court of Appeals decision in *Robert Baer, et al. v. Civilian Personnel Division, St. Louis Police Officers' Association*, 714 S.W.2d 536 (1986). Judge McHenry granted the motion based on *Baer*, which held that the State Board of Mediation was not a necessary party to petition for review where it acted merely as a neutral fact-finder.

***Communication Workers of America, AFL-CIO v. John Ashcroft, et.al.*, Case No. CV186-1097CC, Cole County Circuit Court.**

Communication Workers of America petitioned for a declaratory judgment requesting the Circuit Court to declare that the union has the right to meet and confer with the employer regarding salaries and other conditions of employment of *all* employees in the certified bargaining unit and that the employer shall not unilaterally delete any employees from the said unit. The Cole County Circuit Court, in its decision, stated that the State Board of Mediation is vested with exclusive authority to determine issues with respect to the appropriateness of bargaining units and majority representative status (Section 105.525 RSMo). The Circuit Court stated that the employer cannot change the composition of the bargaining unit unilaterally, but must seek modifications of the bargaining unit through the State Board of Mediation.

***Riverview Fire Protection District v. International Association of Fire Fighters, Local 2665, et al.*, Case No. CV187-1459CC, Cole County Circuit Court.**

On October 16, 1987, the State Board of Mediation issued a decision rejecting the test promulgated by the State Board of Mediation in *Missouri National Educational Association v. Missouri State Board of Mediation and Belton, Missouri School District*, 635 S.W.2d 894, (Mo. banc 1985) and adopted the "Labor-Nexus Test" used by the National Labor Relations Board. A petition for review of the Board's order was filed by both parties, however, the parties have settled the matter out of court.

Cases

R 88-001 *Service Employees International Union, Local 50 AFL-CIO, CLC v. Meramec Valley R-3 School District*

SEIU filed a petition to represent a bargaining unit of 15 food service employees of the Meramec Valley R-3 School District. A hearing was conducted to determine the supervisory status of the head cooks. The Board found them to be true supervisors and excluded them from the bargaining unit. SEIU lost the election and a Certification of No Representation was issued 1-8-88.

RD 88-002 *Greg Nemec v. Ferguson-Florissant School District and Independent School Employees, Local 60*
(Cross Reference RD 87-018, R 86-018)

A petition for decertification was filed to decertify a unit of employees represented by Independent School Employees, Local 60. The union disclaimed any interest in representing the 27 maintenance and bus mechanic employees of the Ferguson-Florissant School District and an order Approving the Disclaimer and Revoking the Certification was issued on 8-14-87.

R 88-003 *Teamsters, Local 245 v. Lebanon Special Road District #1*

Teamsters, Local 245 filed a petition to represent four maintenance employees of the Lebanon Special Road District #1. The parties entered into a stipulation and consent election agreement. Local 245 lost the election and a Certification of No Representation was issued 10-20-87.

R 88-004 *International Association of Fire Fighters, Local 3112, AFL-CIO v. Northwest Cass Fire Protection District*

IAFF, Local 3112 filed a petition to represent 6 fire fighters of the Northwest Cass Fire Protection District. The union and the employer stipulated to the bargaining unit. The union won the election and the Board issued the Certification designating Local 3112 as the exclusive bargaining representative on 10-15-87.

UC 88-005 ***City of Springfield, Missouri, d/b/a City Utilities of Springfield, Missouri v. International Brotherhood of Electrical Workers, Local 753***

The employer, City Utilities of Springfield, filed a petition to clarify a bargaining unit in the Gas Department of the City of Springfield. IBEW, Local 753 had voluntary recognition as the exclusive bargaining representative and was not certified by the State Board of Mediation. The employer sought to exclude 7 foremen as supervisors and petitioned the Board to conduct an evidentiary hearing in the matter. The Board excluded the 7 foremen as supervisors. A separate procedural issue was whether or not the petition was a valid petition because there was a contract in effect. The union's position was that there was a bar and that the petition should be dismissed as untimely filed. The Board overruled the union's objections and held the petition timely filed.

AC 88-006 ***Professional Fire Fighters of St. Louis County, Local 2665, International Association of Fire Fighters v. Community Fire Protection District*** **(Cross Reference 79-006)**

The Board received a joint petition to amend a certification issued previously in Public Case 79-006. Local 2665 and the Community Fire Protection District stipulated to include the fire captains in the bargaining unit. The Board issued an Amended Certification on 10-16-87.

R 88-007 ***Teamsters, Local 534 v. City of Boonville***

Teamsters, Local 534 filed a petition to represent 31 service and maintenance employees in the Water, Sanitation, Waste Water Plant, Street, Water Treatment Plant, Park, and Landfill departments of the City of Boonville. Local 534 and the City of Boonville entered into a stipulation and consent election agreement. The Board conducted an election and issued the Certification designating Teamsters, Local 534 as the exclusive bargaining representative on 1-5-88.

R 88-008 ***International Association of Fire Fighters, Local 2665, AFL-CIO, CLC v. Manchester Fire Protection District***

Local 2665 filed a petition to represent 39 employees of the Manchester Fire Protection District. A hearing was scheduled to determine the supervisory status of the fire captains. The petitioner withdrew their petition and the Board dismissed it without prejudice on 12-10-87.

R 88-009 ***International Brotherhood of Electrical Workers, Local 453 v. Texas County Memorial Hospital***

IBEW filed a petition to represent four maintenance employees of the Texas County Memorial Hospital. The parties entered into a stipulation and consent election agreement and the Board conducted an election. The union was certified on 1-15-88.

R 88-010 ***International Association of Fire Fighters, Local 3122, AFL-CIO v. City of Belton***

A petition was filed by IAFF, Local 3122 to represent the 12 fire fighters in the City of Belton. The union and the city entered into a stipulation and consent election agreement. Local 3122 received a majority of the votes cast and was certified as the exclusive bargaining representative on 2-5-88.

R 88-011 ***Institutional & Public Employees Union, Local 410 AFSCME, AFL-CIO v. St. Louis Zoological Park***

The Board received a petition from IPEU, Local 410 AFSCME to represent a unit of 93 keepers, custodians, maintenance, laborer grounds, and warehousemen of the St. Louis Zoological Park. The parties stipulated to the bargaining unit and the election was conducted. The union received a majority of the votes cast and was certified as the exclusive bargaining representative on 3-1-88.

R 88-012 ***International Brotherhood of Electrical Workers, Local 1 v. Metropolitan St. Louis Sewer District***

The Board received correspondence on 12-1-87 from IBEW and the Metropolitan Sewer District informing the Board IBEW had been granted voluntary recognition in representing the maintenance electricians and instrumentation technicians of the Sewer District. No election was conducted or certification issued.

M 88-013 ***Royce Burton (employee) v. Doyle Denbow, Superintendent of the Maysville School District (St. Joseph, Missouri)***

Request for mediation from Royce Burton. Resolved.

RD 88-014 ***J. Dressel v. Kirkwood R-7 School District and Service Employees International Union, Local 50***

An individual filed a petition for decertification of the exclusive bargaining representative, SEIU, Local 50. The unit consisted of 74 custodians and maintenance employees. An election was conducted and the union was decertified on 2-23-88.

R 88-015 ***International Union of Operating Engineers, Local 2, AFL-CIO v. Housing Authority of Poplar Bluff***

IUOE, Local 2 filed a petition to represent 14 maintenance employees of the Housing Authority of Poplar Bluff. The union withdrew its petition on 2-3-88 and the petition was dismissed accordingly.

R 88-016 ***International Association of Fire Fighters, Local 3133 v. Central Jackson County Fire Protection District***

IAFF, Local 3133 filed a petition to represent 16 fire fighters in the Central Jackson County Fire Protection District. The union and the employer entered into a stipulation and consent election agreement. Local 3133 received a majority of the votes cast and was certified as the exclusive bargaining representative on 3-17-88.

R 88-017 ***Joplin ESP/NEA v. Joplin R-VIII School District*** **(Cross Reference 68-016)**

NEA filed a petition to represent 70 food service employees and 128 maintenance employees of the Joplin R-VIII School District. Food Service Employees Representation Council intervened seeking to represent only the food service employees. The parties entered into Stipulations for Consent Election agreements allowing a separate election for the food service employees. Joplin ESP/NEA received a majority of the votes cast in both bargaining units and was certified as exclusive representative on 6-2-88.

R 88-018 ***International Brotherhood of Electrical Workers, Local 453 v. Texas County Memorial Hospital***

IBEW, Local 453 petitioned to represent 6 laundry & housekeeping employees of Texas County Memorial Hospital. The parties entered into a stipulation and an election was conducted. The union was certified on 6-9-88.

R 88-019 ***Northwest Educational Support Association MNEA/NEA v. Northwest R-1 School District***

MNEA filed a petition to represent 17 school secretaries at Northwest R-1 School District. The union and the employer stipulated to the bargaining unit. The Board conducted an election and issued the certification designating Northwest Educational Support Association MNEA/NEA as the exclusive bargaining representative on 6-13-88.

R 88-020 *Rockwood Association of Nurses/MNEA v. Rockwood R-VI School District of St. Louis County*

The Board received a petition from the Rockwood Association of Nurses seeking to represent 19 school nurses at the Rockwood R-VI School District. The parties entered into a stipulation for consent election agreement. An election was conducted with the union receiving a majority of the votes cast. A certification was issued on 5-16-88.

UC 88-021 *MNEA, Springfield Educational Support Personnel S-ESP v. Springfield R-12 School District*
(Cross Reference R 86-011)

MNEA/Springfield Educational Support Personnel S-ESP filed a petition seeking to clarify the supervisory status of high school custodians in a previously certified bargaining unit. The custodians were not allowed to vote in the election. An evidentiary hearing in the matter was conducted. By decision of the Board, the high school custodians were held not to be supervisors.

RD 88-022 *Tom Michael v. City of Carthage and IAFF, Local 3016*
(Cross Reference 86-005)

An individual filed a petition for decertification of the exclusive bargaining representative, IAFF, Local 3016. The unit consisted of 21 fire fighters. An election was conducted and the union was decertified on 5-26-88.

R 88-023 *International Association of Machinists and Aerospace Workers, District 9, AFL-CIO v. Mehlville School District R-9*

A petition was filed by IAMAW, District 9 seeking to represent 6 mechanics at the Mehlville School District. The parties entered into a stipulation for consent election agreement. The Board conducted the election and the union was certified as the exclusive bargaining representative on 5-31-88.

R 88-024 *Hazelwood Association of Support Personnel, MNEA/NEA v. Hazelwood School District and Service Employees International Union, Local 50, AFL-CIO*
(Cross Reference 85-014)

The Hazelwood Association of Support Personnel MNEA/NEA petitioned to represent 91 bus drivers at the Hazelwood School District. SEIU, Local 50 was certified as the exclusive bargaining representative on 6-11-85. The parties entered into a Stipulation and an election was conducted to determine majority status. NEA was selected as the new bargaining representative and certified on 6-13-88.

R 88-025 *Parkway Association Education Support Personnel PA-ESP, Local 902/MNEA v. Parkway School District*

Parkway Association Education Support Personnel PA-ESP filed a petition to represent 230 secretary/clerical employees of the Parkway School District. A hearing was conducted in June to determine the confidentiality of certain secretaries. A decision of the Board is pending.

UC 88-026 *Teamsters, Local 574, AFL-CIO v. St. Francois County Highway Department*
(Cross Reference 84-118)

Teamsters, Local 574 filed a petition for a unit clarification. At a preliminary conference to ascertain the facts, the disputed issues were resolved through negotiations. Accordingly, the petition was dismissed.

R 88-027 *International Association of Fire Fighters, Local 757 v. Cottleville Fire Protection District*

IAFF, Local 757 filed a petition to represent 6 fire fighters at the Cottleville Fire Protection District. At the preliminary conference the employer took the position that 32 volunteer fire fighters should be included in any appropriate unit. The employer later abandoned this position and entered into a stipulation and consent election agreement. An election was conducted and the union won. The certification was issued on 11-22-88.

AC 88-028 *International Association of Fire Fighters, Local 2001 v. City of Neosho*

Local 2001, IAFF, filed a petition to amend the certification. Professional Fire Fighters of Neosho, Local 2861 merged with IAFF, Local 2001. No objections were raised and an Amended Certification was issued on 7-20-88 designating Local 2001 as the certified bargaining representative.

AC 88-029 *International Association of Fire Fighters, Local 2001 v. City of Monett*

Local 2001, IAFF, filed a petition to amend the certification. Monett fire Fighters Association, Local 3028 merged with IAFF, Local 2001. No objections were raised and an Amended Certification was issued on 7-20-88 designating Local 2001 as the certified bargaining representative.

UC 88-030 *Department of Social Services v. Communication Workers of America*
(Cross Reference 83-012)

The Department of Social Services filed a petition to clarify the certified bargaining unit. The supervisory status of 161 Social Services Supervisors and 202 Income Maintenance Supervisors are at issue. The parties have entered into a stipulation. Further action is pending.

AC 81-023 *Service Employees International Union, Local 96 AFL-CIO v. City of Independence*

SEIU, Local 96 and the City of Independence jointly submitted a petition for an amended certification requesting to add the classifications of Rabies Control Officers I & II, and Kennel Officers I. An Amended Certification was issued on 3-4-88 to reflect the inclusion of these positions.

AC 87-017 *International Association of Fire Fighters, Local 2665 v. Riverview Fire Protection District*

The Board received a petition from Local 2665 to amend the certification to exclude the newly created position of Deputy Chiefs. There were no objections to this amendment and an Amended Certification was issued on 6-14-88.

Division of Workers' Compensation

The Division of Workers' Compensation is responsible for administration of the Missouri Workers' Compensation Law. The law has been in effect since Nov. 2, 1926, when it was approved by a referendum vote.

The law today is essentially the same as the original, making compensation for wage loss, death and medical attention the responsibility of the employment which created the need. The primary function of the division is the prompt and equitable adjudication of all cases reported.

The division's administrative organization is designed to promote a fair and amicable settlement of all cases, resulting in a minimum of formal litigation. To assist in the disposition of these settlements, the division maintains a central office in Jefferson City and six branch offices located strategically throughout the state.

The administrative officer of the division is the director. He chooses the personnel, which, as far as practical, is bipartisan. He assigns the work and generally directs the affairs of the division. He is assisted in those administrative duties in the branch offices by administrative law judges chosen to be in charge of those offices.

The hearing staff of the division is currently made up of 20 administrative law judges. Eight of them are assigned to St. Louis, four to Kansas City, one each to Springfield and vicinity, Cape Girardeau and vicinity, Joplin and vicinity, St. Joseph and vicinity, St. Charles and vicinity and two to Jefferson City to travel to other parts of the state not taken care of by branch offices.

Work Volume

The division recorded an increase in injury reports in 1987 and an increase in the number of formal claims filed. The ratio of claims filed to reports of injuries received in 1987 was 10 percent, compared to 9 percent in 1986.

In 1987, the Division of Workers' Compensation:

- Received and processed 182,628 reports of injuries;
- Filed and processed 18,174 claims for compensation;
- Set 24,512 cases for formal hearing;
- Set 30,880 cases for pre-trial conferences;
- Conducted 565 formal hearings;
- Held 37,464 informal conferences;
- Made 568 awards;
- Approved 19,615 compromise settlements;
- Dismissed 3,826 claims for compensation;
- And, filed 107,768 forms of acceptance of law and withdrawals of acceptances.

Coverage

Workers' Compensation originally was elective for all employers. The law was changed in 1978 to make coverage mandatory for all employers with more than four employees (unless a hazardous occupation is involved).

During 1987, there were 107,667 filings for memorandum of insurance coverage, an increase over the 107,564 filings in 1986.

Second Injury Fund

In 1943, the Workers' Compensation Law was amended to benefit the physically handicapped and/or those with a previous disability and the employer. With this amendment, the liability of the employer was limited for subsequent injuries resulting in permanent total disabilities.

Incidence Frequency by Age 1987

Under 21 ... 15,631	35-39 18,849	55-59 6,320
21-24 23,640	40-44 13,745	60-64 3,639
25-29 31,127	45-49 10,268	65 & over 1,057
30-34 25,372	50-54 7,857	Unknown ... 13,952

When an employee was reinjured, with the combined effect of both injuries resulting in permanent total disability, the employer at the time of the last injury is liable only for the compensation for that injury. The remaining compensation due would be paid from the

Second Injury Fund.

Potential liability for the fund was expanded in 1955 to include any permanent partial disability compounded by a subsequent injury without restriction as to type or extent.

During 1987, there were 87 permanently and totally disabled workers receiving payments ($504,665) from the fund — an increase from the 80 receiving payments in 1986.

Compounded permanent partial disability payments to 2,908 individuals, the result of subsequent injuries, totaled $10,825,370 in 1987. Physical rehabilitation payments from the fund during 1987 totaled $411,532 in 713 cases. Payments made under the medical and death section amounted to $52,407 in 11 cases during 1987.

The total amount paid from the fund during 1987 for all benefits was $11,807,696. And the total amount paid out of the fund from its establishment on July 7, 1943, through Dec. 31, 1987, was $44,537,257.

Physical Rehabilitation

Physical rehabilitation of workers seriously injured in their employment is a provision of the Missouri Workers' Compensation Law. This amendment, effective Oct. 9, 1951, provides for physical rehabilitation of the seriously injured worker at the expense of the employer and insurer and the payment of additional benefits as from the Second Injury Fund during rehabilitation.

Physical rehabilitation is designed for restoration of the seriously injured "as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied workman . . ."

This specialized medical attention may be provided only by doctors and hospitals certified by the Division of Workers' Compensation if the injured worker is to receive additional benefits from the Second Injury Fund.

The period of rehabilitation is limited to 20 weeks unless the division determines it should be extended.

During 1987, the division approved agreements in 760 physical rehabilitation cases, increasing the total rehabilitation cases to 6,907 since the law was amended.

During the year, 23 facilities were added and nine revoked, leaving 156 facilities on the roster as of Dec. 31, 1987.

Crime Victims

The Division of Workers' Compensation is responsible for the administration of the Missouri Crime Victims' Compensation Law. This legislation was enacted in 1981 to assist victims of violent crimes who have suffered physical injury as a direct result of a crime or, in the case of the death of the victim, a dependent.

On Oct. 1, 1981, the courts of Missouri began entering judgements of $26 against defendants who were given a sentence of imprisonment, or suspended imposition of sentence or placed under the supervision of the State Board of Probation and Parole or any county parole office after an adjudication of guilty or after imposition of sentence. On July 1, 1982, the claims taking process began, with applications for the program being accepted for crimes which occurred on or after that date. On Jan. 1, 1983, the final stage allowed for the payment of claims to begin.

Since 1983, there have been two significant changes to the law. On Aug. 13, 1984, the courts began assessing the $26 against defendants found guilty of an alcohol related traffic offense. At the same time, the victims of an alcohol related traffic offense or vehicular manslaughter were eligible for compensation. On Sept. 28, 1985, the judgement was raised from $26 to $36. The residence requirement also was dropped so that any victim of a

Crime Victim Compensation

Fiscal Year	Applications	Compensation	Awards	Denials
83	192	30,894.95	10	35
84	446	602,431.83	179	126
85	570	1,091,108.63	320	287
86	666	1,002,362.718*	288	182
		158,410.37**	43	
87	848	1,502,422.11*	415	302
		209,935.65**	56	
88	857	1,577,652.73*	451	278
		254,458.25**	88	

* State Funds ** Federal Funds

Accidents and Diseases by Severity for 1987

Industry	Fatalities	Disabling Cases	Medical Treatment and First Aid	Others	Total
Agriculture	1	704	945	7	1,657
Mining	0	220	557	2	779
Contract Construction	16	5,658	8,774	29	14,477
Manufacturing	19	14,843	36,631	228	51,721
Transportation	29	5,812	7,365	60	13,266
Trade	23	13,160	24,174	114	37,471
Finance, Insurance, Real Estate	2	971	2,039	20	3,032
Services	14	12,863	22,019	157	35,053
Government	20	3,037	5,534	77	8,668
Others	5	1,865	3,432	31	5,333
Total	129	59,133	111,470	725	171,457

violent crime in Missouri could file for compensation.

To be eligible for compensation:

- the crime must have occurred in Missouri;
- the crime must have been reported to the law enforcement agency within 48 hours;
- the victim or claimant must cooperate with the law enforcement agency;
- the claim must be filed within one year of the crime;
- the claimant must have suffered an out of pocket expense of at least $200 or have lost two continuous weeks earnings or support.

Self-Insurance

Employers may under the Missouri Workers' Compensation Law carry workers' compensation liability without insurance and private employers in the same industry, or organization that has been in existence for at least eight years, or public employers of the same type of unit may establish a group to self-insure workers' compensation liability. Such employers' or groups must satisfy the division of financial soundness, administrative ability and must post security subject to rules and regulations.

At the close of 1987, the Division was curator over security in the sum of $36,173,939 in the form of bonds or escrow deposits.

At 1987 year end, 213 employers with a total of 347,030 employees and a monthly payroll of $617,550,218 held the self-insurance authority. At the close of 1986, 210 employers with 345,280 employees and monthly payroll of $723,416,629 were self-insured.

As of Dec. 31, 1987, 637 business, contractors, school districts, cities, counties, and colleges with 52,284 employees, and a monthly payroll of $90,055,666 were members of the eight groups holding authority to self-insure. This was a 17.3% increase from the 543 holding membership at 1986 year end.

During 1987, applications were distributed to 110 employers interested in self-insurance; 30 applications were filed with submission of $4,500 in investigative fees; 26 new authorities were granted, and 6 pending applications were withdrawn or retired for failure of the employer to complete requirements.

During 1987, 26 individual self-insurers withdrew or were terminated for noncompliance with regulation, while 3 authorities were reinstated during the year. One hundred forty-seven employers became members of the groups in 1987 while 53 members withdrew or were cancelled by the groups. One groups relinquished its authority in 1987 while one new group was formed.

Reports of Injury

Work injuries reported in 1987 totaled 182,628. Injuries in 1987 were more than those reported in the previous year by 5,338. The number of deaths reported in 1987 was 130, a decrease of 32 from the figure for 1986.

Cost by Industry and Type of Disability for 1987

Industry	Compensation	Medical	Total
Agriculture	$ 509,052.39	$ 690,036.06	$ 1,199,088.45
Temporary Total	$ 233,449.46	$ 545,585.97	$ 779,035.43
Permanent Partial	$ 275,602.93	$ 143,702.09	$ 419,305.02
*Other	$ 0.00	$ 748.00	$ 748.00
Mining	$ 336,924.71	$ 410,288.71	$ 747,213.42
Temporary Total	$ 193,675.19	$ 335,255.85	$ 528,931.04
Permanent Partial	$ 143,249.52	$ 74,982.86	$ 218,232.38
*Other	$ 0.00	$ 50.00	$ 50.00
Contract Construction	$ 6,304,322.65	$ 7,510,905.47	$ 13,815,228.12
Temporary Total	$ 3,397,448.76	$ 6,179,635.37	$ 9,577,084.13
Permanent Partial	$ 2,894,904.86	$ 1,302,039.23	$ 4,196,944.09
*Other	$ 11,969.03	$ 29,230.87	$ 41,199.90
Manufacturing	$ 13,506,016.96	$ 17,968,601.79	$ 31,474,618.75
Temporary Total	$ 6,758,029.00	$ 14,584,626.45	$ 21,342,655.45
Permanent Partial	$ 6,705,716.56	$ 3,350,863.06	$ 10,056,579.62
*Other	$ 42,271.40	$ 33,112.28	$ 75,383.68
Transportation	$ 5,653,701.06	$ 7,462,525.05	$ 13,116,226.11
Temporary Total	$ 3,338,163.69	$ 6,418,217.67	$ 9,756,381.36
Permanent Partial	$ 2,305,485.79	$ 1,024,095.57	$ 3,329,581.36
*Other	$ 10,051.58	$ 20,211.81	$ 30,263.39
Trade	$ 7,988,660.83	$ 13,293,992.55	$ 21,282,653.38
Temporary Total	$ 3,824,532.79	$ 11,234,080.40	$ 15,058,613.19
Permanent Partial	$ 4,131,123.24	$ 2,017,927.23	$ 6,149,050.47
*Other	$ 33,004.80	$ 41,984.92	$ 74,989.72
Finance, Insurance, Real Estate	$ 701,110.88	$ 1,296,462.50	$ 1,997,573.38
Temporary Total	$ 280,677.00	$ 1,081,356.62	$ 1,362,033.62
Permanent Partial	$ 420,433.88	$ 212,302.88	$ 632,736.76
*Other	$ 0.00	$ 2,803.00	$ 2,803.00
Services	$ 7,973,273.26	$ 12,377,669.43	$ 20,350,942.69
Temporary Total	$ 3,753,361.02	$ 10,241,727.29	$ 13,995,088.31
Permanent Partial	$ 4,172,698.30	$ 2,106,164.37	$ 6,278,862.67
*Other	$ 47,213.94	$ 29,777.77	$ 76,991.71
Government	$ 1,727,543.80	$ 2,646,092.41	$ 4,373,636.21
Temporary Total	$ 849,826.39	$ 2,341,141.19	$ 3,190,967.58
Permanent Partial	$ 875,717.41	$ 301,076.82	$ 1,176,794.23
*Other	$ 2,000.00	$ 3,874.40	$ 5,874.40
All Others	$ 1,935,436.75	$ 2,815,237.07	$ 4,750,673.82
Temporary Total	$ 985,874.44	$ 2,349,859.64	$ 3,335,734.08
Permanent Partial	$ 949,444.60	$ 455,842.59	$ 1,405,287.19
*Other	$ 117.71	$ 9,534.84	$ 9,652.55
Grand Total	$ 46,636,043.29	$ 66,471,811.04	$ 113,107,854.33
Temporary Total	$ 23,615,037.74	$ 55,311,486.45	$ 78,926,524.19
Permanent Partial	$ 22,874,377.09	$ 10,988,996.70	$ 33,863,373.79
*Other	$ 146,628.46	$ 171,327.89	$ 317,956.35

*Other — Temporary Partial, Permanent Total, Fatalities and Records Unknown

Cost by Type of Disability by County for 1987

County	Temporary Total	Permanent Partial	Death	Other
Adair	$ 211,349.18	$ 39,684.06	$ 0.00	$ 0.00
Andrew	26,255.47	11,049.51	0.00	0.00
Atchison	36,342.03	5,842.95	0.00	0.00
Audrain	275,215.19	66,675.65	0.00	0.00
Barry	288,356.15	286,087.09	0.00	200.88
Barton	149,675.88	26,912.28	0.00	0.00
Bates	112,151.28	94,471.15	2,165.45	0.00
Benton	55,391.01	71,926.47	0.00	0.00
Bollinger	45,672.31	40,908.93	0.00	0.00
Boone	1,642,362.47	523,613.16	0.00	410.00
Buchanan	1,641,573.46	1,309,475.14	3,869.01	8,998.34
Butler	411,211.21	189,172.41	0.00	77.00
Caldwell	21,674.52	53,330.14	0.00	0.00
Callaway	513,089.31	189,657.56	0.00	51.00
Camden	366,271.23	158,768.49	2,000.00	0.00
Cape Girardeau	841,768.42	401,312.53	0.00	4,133.26
Carroll	84,404.92	19,947.19	0.00	0.00
Carter	47,198.36	40,301.72	2,000.00	0.00
Cass	352,432.42	291,801.26	0.00	0.00
Cedar	87,174.04	22,640.24	0.00	0.00
Chariton	96,773.01	52,542.63	0.00	0.00
Christian	188,086.28	56,534.28	0.00	69.00
Clark	20,202.92	1,720.00	0.00	0.00
Clay	2,047,953.20	1,845,524.75	0.00	2,033.00
Clinton	89,799.10	32,752.62	11,006.00	0.00
Cole	1,137,389.48	352,631.64	0.00	773.75
Cooper	160,034.47	58,917.15	0.00	0.00
Crawford	148,369.23	112,549.86	0.00	40.00
Dade	37,138.16	21,108.10	0.00	11.00
Dallas	62,166.24	75,451.59	0.00	1,237.04
Daviess	43,937.16	54,134.31	0.00	0.00
DeKalb	108,231.25	19,067.22	0.00	0.00
Dent	77,441.08	17,033.80	0.00	0.00
Douglas	39,579.46	33,841.74	0.00	0.00
Dunklin	405,207.30	163,709.83	0.00	675.00
Franklin	1,071,737.46	224,571.36	2,000.00	232.60
Gasconade	153,521.28	71,481.51	0.00	0.00
Gentry	53,104.97	16,762.27	0.00	0.00
Greene	3,040,928.71	2,009,968.00	2,000.00	1,840.73
Grundy	102,343.64	43,414.51	0.00	0.00
Harrison	62,204.47	15,436.13	0.00	0.00
Henry	247,613.14	120,236.86	0.00	160.00
Hickory	18,011.19	34,972.81	0.00	0.00
Holt	20,104.97	26,835.56	0.00	0.00
Howard	98,697.49	44,194.24	0.00	0.00
Howell	391,759.40	207,811.03	2,278.90	0.00
Iron	140,759.76	16,570.29	419.81	0.00
Jackson	10,679,884.19	7,672,240.18	56,386.61	6,852.44
Jasper	1,458,471.52	854,571.36	0.00	2,685.00
Jefferson	1,479,436.20	292,668.72	0.00	510.00
Johnson	234,624.96	125,441.04	0.00	100.00
Knox	28,204.05	0.00	0.00	0.00
Laclede	340,080.85	209,938.16	0.00	0.00
Lafayette	593,309.50	378,449.81	0.00	136.00
Lawrence	314,341.67	296,476.69	0.00	97.00
Lewis	60,304.92	10,218.57	0.00	0.00
Lincoln	244,201.93	72,859.14	0.00	183.53
Linn	141,291.20	66,285.48	0.00	11,192.40
Livingston	159,995.15	81,263.810	0.00	33.49

Cost by Type of Disability by County (continued)

County	Temporary Total	Permanent Partial	Death	Other
McDonald	$ 195,757.12	$ 94,428.60	$ 0.00	$ 1,678.45
Macon	187,782.51	73,240.44	0.00	0.00
Madison	79,483.14	59,640.20	0.00	0.00
Maries	60,608.03	23,729.32	0.00	0.00
Marion	291,563.36	80,169.83	0.00	80.00
Mercer	4,720.96	0.00	0.00	0.00
Miller	151,069.59	91,369.36	0.00	620.16
Mississippi	156,221.13	146,682.43	0.00	0.00
Moniteau	119,107.80	91,912.48	0.00	0.00
Monroe	128,963.63	6,444.61	0.00	0.00
Montgomery	135,326.55	59,570.63	0.00	0.00
Morgan	90,741.90	23,864.91	0.00	0.00
New Madrid	650,848.10	205,283.01	0.00	25.00
Newton	408,874.13	176,769.20	0.00	509.30
Nodaway	187,941.30	69,603.44	0.00	0.00
Oregon	61,184.32	15,976.73	0.00	300.00
Osage	75,753.04	61,840.12	0.00	0.00
Ozark	22,657.90	76,284.81	0.00	0.00
Pemiscot	121,380.43	37,814.16	0.00	0.00
Perry	215,910.28	51,348.09	0.00	0.00
Pettis	680,889.70	229,459.36	0.00	22.00
Phelps	326,119.28	131,320.00	2,223.45	4,600.23
Pike	145,141.45	50,516.11	0.00	0.00
Platte	522,646.77	368,103.13	0.00	136.50
Polk	129,911.34	56,724.84	0.00	0.00
Pulaski	157,570.50	77,253.51	0.00	0.00
Putnam	26,103.69	0.00	0.00	0.00
Ralls	43,486.40	0.00	0.00	0.00
Randolph	471,302.57	222,157.37	0.00	975.00
Ray	173,175.32	98,254.77	0.00	17,495.58
Reynolds	73,868.97	22,146.05	0.00	0.00
Ripley	140,323.45	38,134.12	0.00	150.00
St. Charles	2,808,022.41	337,734.89	0.00	252.00
St. Clair	47,622.18	23,644.02	0.00	0.00
Ste. Genevieve	172,370.08	63,268.02	0.00	69.00
St. Francois	844,862.87	228,334.96	0.00	1,097.10
St. Louis City	7,713,992.68	1,780,595.65	6,377.23	8,982.82
St. Louis County	20,224,620.64	4,997,688.86	15,907.17	70,017.67
Saline	513,588.81	330,624.29	0.00	661.50
Schuyler	9,474.27	4,113.41	0.00	0.00
Scotland	10,749.44	17,780.16	0.00	0.00
Scott	572,300.19	339,979.85	0.00	1,078.00
Shannon	14,582.35	17,615.72	0.00	0.00
Shelby	50,944.81	36,494.08	0.00	0.00
Stoddard	207,384.00	96,050.00	0.00	1,866.00
Stone	96,491.75	106,904.31	0.00	56.00
Sullivan	185,640.64	53,508.75	0.00	0.00
Taney	218,593.61	223,091.94	0.00	121.50
Texas	179,489.26	89,369.66	0.00	100.00
Vernon	167,253.05	107,137.11	0.00	135.00
Warren	445,444.77	189,352.52	0.00	20.00
Washington	208,354.99	81,888.57	0.00	39.89
Wayne	82,758.34	37,631.93	0.00	167.45
Webster	149,722.15	126,416.34	0.00	35.00
Worth	11,264.90	0.00	0.00	0.00
Wright	149,114.88	117,464.06	0.00	0.00
Out-of-State	4,598,636.64	2,082,878.08	45,036.93	10,262.18
Total	78,926,524.19	33,863,373.79	153,670.56	164,285.79

Cost by Type of Disability of All Incidences

Type	Year	Number of Incidences	Compensation	Medical	Total
Accidental Injuries	1982	64,853	$ 84,411,313.96	$44,897,314.29	$129,308,628.25
	1983	77,735	92,726,085.31	50,959,428.36	143,685,513.67
	1984	132,041	101,586,218.12	55,441,385.58	157,027,603.70
	1985	149,086	99,960,104.91	59,100,731.18	159,060,836.09
	1986	156,777	92,769,456.94	78,357,178.73	171,126,635.67
	1987	163,131	45,434,050.46	64,597,184.04	110,031,234.50
*Temporary Disability	1982	50,899	$ 6,590,687.61	$ 9,571,789.24	$ 16,162,476.85
	1983	63,534	8,132,379.57	12,583,675.38	20,716,054.95
	1984	117,902	9,319,945.63	18,178,364.14	27,498,309.77
	1985	134,939	9,733,533.38	20,438,202.24	30,171,735.62
	1986	145,119	23,124,254.70	45,004,947.58	68,129,202.28
	1987	158,567	23,015,233.58	53,781,128.26	76,796,361.84
Permanent Disability	1982	13,877	$ 76,341,666.79	$35,251,012.33	$111,592,679.12
	1983	14,104	83,713,855.87	38,270,276.28	121,984,132.15
	1984	14,504	91,155,525.00	37,181,962.43	128,337,487.43
	1985	14,049	89,722,091.04	38,626,870.20	128,348,961.24
	1986	11,553	69,350,537.79	33,253,133.33	102,603,671.12
	1987	4,455	22,329,869.63	10,763,233.17	33,093,102.80
**Death	1982	77	$ 1,478,959.56	$ 74,512.72	$ 1,553,472.28
	1983	97	879,849.87	105,476.70	985,326.57
	1984	85	1,110,747.49	81,059.01	1,191,806.50
	1985	98	504,480.49	35,658.74	540,139.23
	1986	105	294,664.45	99,097.82	393,762.27
	1987	109	88,947.25	52,822.61	141,769.86
Occupational Diseases	1982	2,436	$ 1,724,992.38	$ 621,911.07	$ 2,346,903.45
	1983	3,130	2,792,144.81	1,048,429.73	3,840,574.54
	1984	5,693	2,297,671.69	1,073,595.32	3,371,267.01
	1985	6,775	2,794,194.56	1,375,064.24	4,169,258.80
	1986	7,430	2,002,847.96	2,053,932.79	4,056,780.75
	1987	7,877	1,201,992.83	1,874,627.00	3,076,619.83
*Temporary Disability	1982	2,200	$ 145,669.52	$ 296,350.07	$ 442,019.59
	1983	2,812	174,416.47	417,204.36	591,620.83
	1984	5,373	220,252.73	580,829.14	801,081.87
	1985	6,418	251,599.78	705,438.73	957,038.51
	1986	7,159	697,725.41	1,458,531.88	2,156,257.29
	1987	7,744	625,676.52	1,641,903.27	2,267,579.79
Permanent Disability	1982	222	$ 1,361,070.86	$ 303,329.68	$ 1,664,400.54
	1983	289	1,965,457.15	622,190.01	2,587,647.16
	1984	297	1,967,481.19	492,766.18	2,460,247.37
	1985	342	2,306,094.79	669,625.51	2,975,720.30
	1986	246	1,270,122.55	591,263.20	1,861,385.75
	1987	113	565,310.31	231,829.03	797,139.34
**Death	1982	14	$ 218,252.00	$ 22,231.32	$ 240,483.32
	1983	29	652,271.19	9,035.36	661,306.55
	1984	23	109,937.77	0.00	109,937.77
	1985	15	236,499.99	0.00	236,499.99
	1986	25	35,000.00	4,137.71	39,137.71
	1987	20	11,006.00	894.70	11,900.70

* Includes all cases where medical expense was incurred. ** Includes burial expenses.

Cost by Type of Disability of All Incidences (cont.)

Type	Year	Number of Incidences	Compensation	Medical	Total
Records Unknown	1982	2,597	0.00	0.00	0.00
	1983	1,711	0.00	0.00	0.00
	1984	1,930	0.00	0.00	0.00
	1985	1,858	0.00	0.00	0.00
	1986	385	0.00	0.00	0.00
	1987	449	0.00	0.00	0.00
Total	1982	69,886	$ 86,136,306.34	$45,519,225.36	$131,655,531.70
	1983	82,576	$ 95,518,230.12	$52,007,858.09	$147,526,688.21
	1984	139,664	$103,883,889.81	$56,514,980.90	$160,398,870.71
	1985	157,719	$102,754,299.47	$60,475,795.42	$163,230,094.89
	1986	164,592	$ 94,772,304.90	$80,411,111.52	$175,183,416.42
	1987	171,457	$ 46,636,043.29	$66,471,811.04	$113,107,854.33

* Includes all cases where medical expense was incurred. ** Includes burial expenses.

Reports of Injuries by Years Reported
1926-1987

1926	690	1947	109,813	1968	105,632
1927	90,158	1948	107,782	1969	104,635
1928	93,442	1949	91,167	1970	105,481
1929	104,151	1950	91,620	1971	101,155
1930	93,452	1951	96,259	1972	106,579
1931	69,452	1952	100,762	1973	113,992
1932	50,759	1953	98,713	1974	119,848
1933	49,223	1954	90,142	1975	112,530
1934	53,013	1955	89,436	1976	121,580
1935	58,720	1956	90,853	1977	131,127
1936	76,868	1957	82,342	1978	140,762
1937	78,687	1958	73,405	1979	157,158
1938	57,321	1959	81,230	1980	143,329
1939	66,034	1960	80,256	1981	80,172
1940	71,299	1961	76,079	1982	70,965
1941	100,574	1962	78,599	1983	75,484
1942	116,928	1963	81,035	1984	134,593
1943	116,143	1964	87,443	1985	152,847
1944	112,939	1965	89,285	1986	177,290
1945	100,584	1966	99,167	1987	182,628
1946	101,846	1967	100,635	**TOTAL**	**5,996,093**

Financing

The Missouri Division of Workers' Compensation receives no money from the state's General Revenue Fund. Administration of the state Workers' Compensation Law is financed by the state Workers' Compensation Fund. State law required employers with five or more employees to purchase workers' compensation insurance. Employers finance the fund by paying an annual 3 percent tax on net compensation insurance premiums. Self-insurers' tax is based on a hypothetical premium (less two-tenths).

Governor's Committee on Employment of the Handicapped

The Governor's Committee on Employment of the Handicapped (GCEH) continued serving in FY88 as Missouri's link in the information and advocacy system for handicapped people in the state.

To achieve equality of opportunity for job seekers who have handicaps, GCEH worked in FY88 to:

- Make employers aware of the job needs and abilities of job seekers who have disabilities;
- Educate people with disabilities about the rehabilitation and job placement services available;
- And, to encourage communities to improve accessibility for people with disabilities where they live, work and play.

In 1987, GCEH entered into a cooperative agreement with the Missouri National Guard to place people with disabilities in non-military positions with the Guard.

Through an agreement between the Selective Placement coordinator of the National Guard and GCEH, jobs are identified as being available for a person with a disability. Through Missouri Division of Vocational Rehabilitation district offices and Division of Employment Security local offices, qualified individuals are advised of the procedures to follow in applying for the position.

A similar program has been established between GCEH and GTE Data Services.

Organization

In 1947, President Harry S Truman issued an Executive Order establishing the President's Committee on Employment of the Handicapped. The federal agency was created to assist disabled veterans of World War II. In May of 1988 the name of this agency was changed to the Presidents Committee on Employment of People with Disabilities, a more positive statement.

Missouri established the Governor's Committee on Employment of the Handicapped after it became obvious that a network of volunteer units was needed to disseminate information about problems facing people with handicaps in the areas of employment, housing, transportation and medicine.

The GCEH consists of 26 Missourians representing business and industry, labor, state agencies, veterans, medical organizations, welfare, education, religious groups and organizations for and of the disabled. The 25 members at large are appointed by the Director of the Department of Labor and Industrial Relations, while the Governor appoints the Committee Chairman.

The GCEH has a staff of seven.

Local Chapters

A network of GCEH local chapters has been developed to provide the agency a source for dissemination of information and continued feedback on problems affecting people with disabilities.

Chapters are in operation in Ava, Cape Girardeau, Chillicothe, Columbia, Cuba, Jefferson City, Joplin, Kansas City, Lebanon, Mountain View/West Plains, Pemiscot/Dunklin/New Madrid Counties, Poplar Bluff, Sikeston/Dexter, St. Joseph, St. Louis, Springfield and Waynesville/Crocker.

The GCEH and affiliate chapters sponsor statewide activities to promote hiring of the disabled. Through contests, seminars, job fairs, news releases, newsletters, a film library and personal appearances, the GCEH makes the public aware of the needs and abilities of people with disabilities.

Special events sponsored by local chapters along with an increased awareness among Missourians with disabilities about GCEH has resulted in a greater demand for services.

There were 1,821 information, referral and advocacy contacts requiring follow-up in 1983. The number has increased to a projected 3,000 in 1988.

The information, referral and advocacy work includes interviews with employers, job search techniques, resume preparation and making information available about service providers and adaptive equipment suppliers.

As a result of this increased cooperation between public and private agencies, Missouri's people with disabilities are better served.

Awards Program

The GCEH sponsors an award program to give recognition to both large and small employers who have assisted the handicapped.

In FY88, the Large employer of the Year award was presented to Schnuck's of Cape Girardeau and Dennis Manchi, store manager. The Small Employer of the Year award was presented to University of Missouri Columbia Campus Dining Services, Steve Spaur, manager.

The program also includes awards for outstanding service by a medical doctor, for an exemplary employee in state government who has a disability and, when warranted, the Governor's Trophy for a person with a disability who has made meaningful contributions to the disability issues movement.

The GCEH Journalism and Poster Contest makes missouri students aware of the abilities of people who have disabilities. These contests are growing with both quality and quantity steadily increasing.

Directory

A Directory of Organization Resources for Handicapped was published in FY87. The directory lists state and local offices, private agencies and other organizations serving the disabled. The GCEH also published in FY87 an Access Guide, which includes inspection forms and provides accessibility specifications.

Because communication is so important, the GCEH makes a special effort to help people who are hearing and speech impaired. The agency provides interpreter assistance for the hearing impaired to assist in employment related business with state, county and municipal governments. The GCEH maintains an up-to-date list of qualified sign language interpreters and acts as a contracting agent for interpreter services when needed.

Employment

Disabled job seekers in Missouri's two major metropolitan areas — St. Louis and Kansas City — continued to receive concentrated assistance in FY88 in their efforts to find employment.

In both cities, GCEH with help from the Division of Employment Security operates a handicap job program. Employment Security provides an employee one-half time in both cities to do placement work. The Employment Security mainframe computer is used to store information about job opportunities for the handicapped. This greatly enhances the matching of jobs and applicants with disabilities.

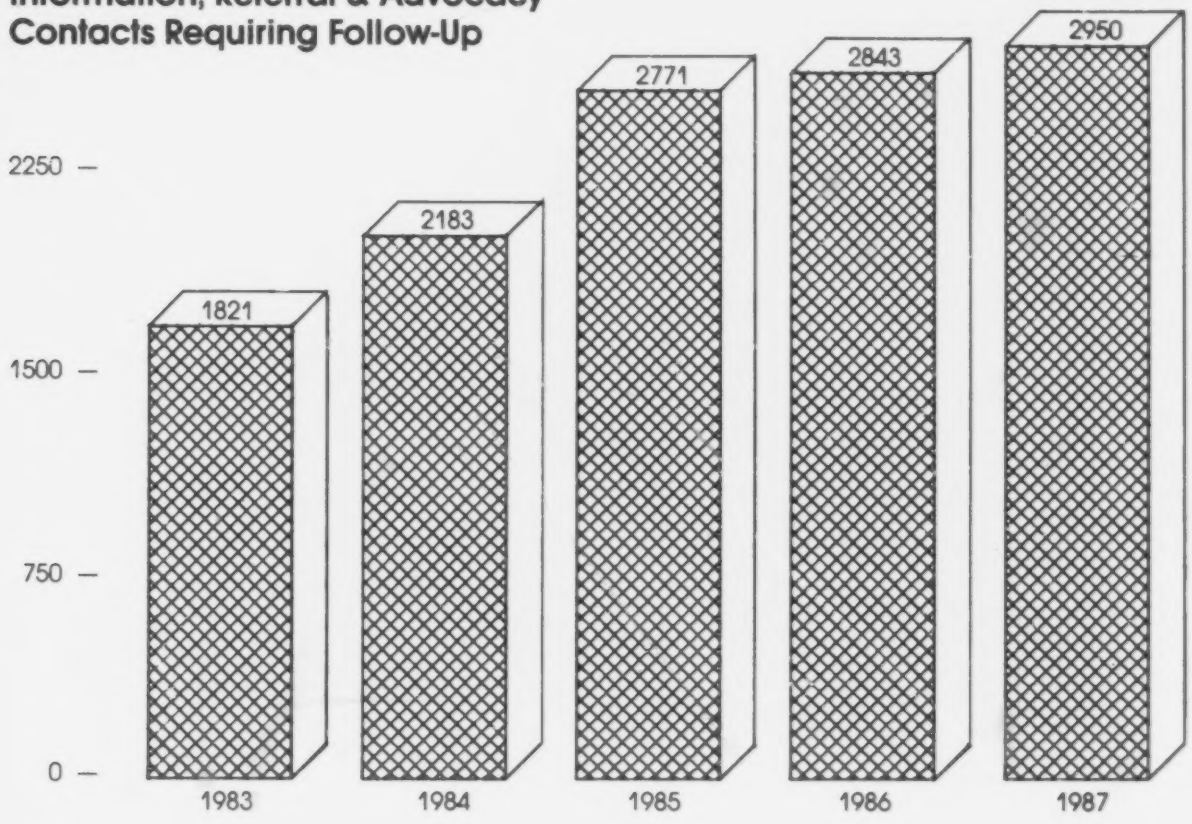
In Kansas City, the Handicapped Opportunities Project (HOP) works to pool clients and job leads for the program. In St. Louis, Placement Assistance To the Handicapped (PATH) does similar work.

The Handicapped Opportunities Project and Placement Assistance to the Handicapped are umbrella organizations composed of agencies and individuals concerned with the employment for Disabled persons. HOP, PATH and the Division of Employment Security offices have developed a computerized Client Skills Bank within the Job Service Division. HOP and PATH members job ready clients are referred to a Job Service Counselor for an interview and entry of the client's job skills and education into the Job Skills Bank. When suitable job matches are obtained for the client, the E.S. Counselor coordinates with the HOP or PATH member the appropriateness of the job referral.

During this year, HOP and PATH members referred many clients to Employment Service for special services resulting in more than 30% of these clients obtaining full-time employment. The E.S. Counselors attend HOP and PATH meetings, disseminating current Job Service information to members. On a daily basis, the E.S. Counselor communicates with HOP member agency staff exchanging current information on current job openings and job development opportunities for the purpose of obtaining job referrals for HOP and PATH member clients.

In FY88, the programs recorded a placement rate of better than 30% in both Kansas City and St. Louis. This figure is

Information, Referral & Advocacy Contacts Requiring Follow-Up



exceptionally high for the hard-to-place person with a disability.

Accessibility

Accessibility to facilities, programs and services continued to be a critical issue in FY88.

The administrative requirements, which all governments must satisfy under federal law, includes self-evaluation of all programs, activities, policies and practices to determine areas of noncompliance with the handicapped discrimination regulations.

As a part of the ongoing work, GCEH provides packets of information, makes on-site visits and provides consultations in an effort to assist people with disabilities to become contributing members of their communities.

Additional Services

With the addition of two to the GCEH staff, the agency is able to provide greater services that lead to accomplishing employment goals.

The first staff addition, the Employment Development Specialist, has the responsibility of sensitivity awareness and employment promotion programs for and among employers. This is being accomplished through the presentation of programs to civic and business groups.

The second staff position, funded with grant monies from the State Planning Council on Developmental Disabilities, is the Coordinator of Development Disabilities Employment Initiatives. The job involves gathering information on various employment programs to provide a comprehensive picture of all employment initiatives for the MR/DD population.

Missouri Commission on Human Rights

The commission was created by the 69th General Assembly in 1957 as a temporary agency. In 1959 the 70th General Assembly passed legislation making the Commission on Human Rights a permanent agency.

Currently the commission consists of 11 members and approximately 40 staff. Commission members are nominated by the Director of the Department of Labor and Industrial Relations, appointed by the Governor and confirmed by the Senate. The Governor appoints at least one member from each of Missouri's nine congressional districts, one member at large and one member as Chairperson. The commissioners serve for six years without compensation.

The commission's mission is to encourage fair treatment for, to foster mutual understanding and respect among and to discourage discrimination against any racial, ethnic, religious or other group protected by the Act, members of these groups or handicapped persons.

Under Chapter 213 RSMo 1986, the commission has the authority to seek to eliminate and prevent discrimination because of race, color, religion, national origin, ancestry, sex, physical or mental handicap or age (40 to 70 years, employment only). The classifications of housing, employment and public accommodations are the general areas under which complaints of alleged discrimination are filed.

Complaint and Enforcement Procedure

Any person claiming to be aggrieved by an unlawful discriminatory practice may file a written complaint with the commission within 180 days from the date of the last act of alleged discrimination. The complaint must name the person or business alleged to have committed the unlawful act and describe the unlawful conduct. In addition, the complaint must be signed and notarized.

After the filing of any complaint, the executive director of the commission shall make, with the assistance of the commission's staff, a prompt investigation. If the director determines after such investigation that probable cause exists for crediting the allegations of the complaint, the director shall immediately endeavor to eliminate the unlawful employment practice complained of by conference, conciliation and persuasion.

In case of failure to eliminate the discriminatory practice by conciliation, the chairperson of the commission may order a public hearing to be held before a panel of at least three members of the commission (sitting as the commission) or before a hearing examiner licensed to practice law in Missouri. The hearing examiner is appointed by the executive director and commission. The complaint is presented at a hearing by the Office of the Attorney General.

The objective of the hearing process is to make a finding of fact, conclusions of law and determine if the respondent has committed an unlawful discriminatory practice. If the commission finds that an unlawful discriminatory practice has occurred, it may order the respondent to cease and desist such unlawful acts and to take affirmative steps as the commission deems appropriate. If the commission finds in favor of the respondent after hearing all the evidence, the complaint is dismissed.

Either party has the right to appeal the commission's order to Missouri circuit court within 30 days. If no proceeding for review is instituted, the commission may obtain a court order for enforcement of its decision. If an

Race discrimination remains the largest group of complaints received by MCHR. However, a significant change is noted in that age complaints comprise 15.2% of MCHR's FY88 workload. Handicap cases make up 21.7% of the workload.

appeal to the court is made, the Attorney General becomes counsel for the Missouri Commission on Human Rights in the court proceeding. A case may be appealed through the Missouri courts up to the State Supreme Court.

Total Complaints Received in Employment, Public Accommodations, and Housing Discrimination by Complaint Classification and Year

Classification	Year	Number	Percent
Race	1988	263	28.1
	1987	287	33.4
	1986	293	38.7
Race Association	1988	11	1.2
	1987	12	1.4
	1986	1	.1
Sex	1988	169	18.0
	1987	166	19.3
	1986	152	20.0
Sex Harassment	1988	25	2.7
	1987	45	5.3
	1986	29	3.8
Religion	1988	19	2.0
	1987	8	.9
	1986	9	1.2
National Origin	1988	16	1.7
	1987	11	1.3
	1986	13	1.7
Ancestry	1988	2	.2
	1987	2	.2
	1986	3	.4
Handicap	1988	203	21.7
	1987	166	19.3
	1986	191	25.2
Retaliation	1988	84	9.0
	1987	60	7.0
	1986	64	8.4
Age	1988	142	15.2
	1987	92	10.7
Unknown/Other	1988	2	.2
	1987	10	1.2
	1986	4	.5
Total	1988	936	100.0
	1987	859	100.0
	1986	759	100.0

*Totals will not match total of cases received, due to the fact that some cases are filed in more than one category.

Dispositions During FY 1988

Disposition	EMP	PA	Housing	Total	Percent
Investigations					
Negotiated Settlements	52	6	9	67	9.0
No Probable Cause	289	11	9	309	41.3
No Jurisdiction	47	2	0	49	6.6
Unable to Locate	8	0	0	8	1.1
Withdrawn	66	2	3	71	9.5
Withdrawn/Settled	46	3	3	52	7.0
Admin. Closure	16	2	1	19	2.5
Failure to Cooperate	42	2	0	44	5.9
Right to Sue	34	0	0	34	4.5
Probable Cause	42	1	2	45	6.0
Conciliation					
Unable to Locate	1	0	0	1	.1
Conciliated	12	1	0	13	1.7
Admin. Closure	1	0	0	1	.1
Withdrawn	1	0	0	1	.1
Hearings Decisions					
Hearing Panel Order	6	1	1	8	1.1
Settled Prior to Hearing	7	0	0	7	.9
Admin. Closure	13	1	0	14	1.9
Withdrawn	2	0	0	2	.3
Right to Sue	3	0	0	3	.4
Total	688	32	28	748	100.0

The commission maintains four offices in Missouri as a means of providing access and delivery of services. The office locations are: Jefferson City (central office); Kansas City; St. Louis; and Sikeston.

The Disposition Chart (above) reflects the types of closures/decisions rendered as a result of investigation, conciliation and public hearing.

In addition to the above, at the end of FY 1988 there were: 830 complaints pending investigation; 12 complaints pending conciliation; and 79 complaints pending public hearing. Even though MCHR continues to close a sizeable number of complaints each year, the number of complaints pending in investigation and public hearing remain an ongoing concern when considering the desire for shorter complaint processing time frames.

During MCHR's 31 years of working toward eradicating discrimination, the agency has provided immeasurable services. The record reflects the agency has directly received over 17,000 complaints of alleged discrimination in employment, public accommodations and housing.

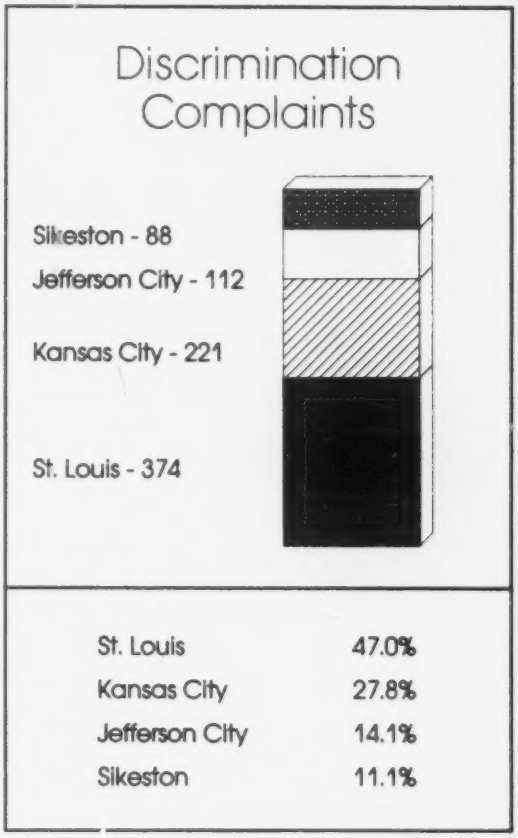
Total Cases Received by Year and Category

Fiscal Year	[1]Category	[2]MCHR	[3]Dual Filed
1988	EMP	665	2096
	PA	60	
	Housing	37	
	Total	**762**	**2096**
1987	EMP	618	1844
	PA	32	
	Housing	15	
	Total	**665**	**1844**
1986	EMP	612	1482
	PA	20	
	Housing	9	
	Total	**641**	**1482**

[1] EMP — Fair Employment Practices
PA — Public Accommodations
Housing — Fair Housing
[2] MCHR — Missouri Commission on Human Rights
[3] Dual Filing — During the first part of April 1978, the Equal Employment Opportunity Commission and MCHR began a new procedure of dual filing cases, instead of deferral process. This means that employment complaints meeting the requirements of Title VII, filed with MCHR are automatically filed with both agencies merely by filing with one.

There are 11 local human rights agencies in Missouri handling a substantial number of cases that otherwise would fall within MCHR's responsibility. In an effort to further reduce potential duplication MCHR has initiated working relationships, similar to the EEOC/ MCHR worksharing, with local human rights agencies and the U.S. Dept. of Housing and Urban Development. These efforts have proven beneficial in terms of the use of state resources.

The preceding chart illustrates the number of complaints filed with MCHR by category for the past three years. It also shows the number of complaints received by the U.S. Equal Employment Opportunity Commission (EEOC) and Dual Filed with MCHR. Since EEOC only has responsibility for employment discrimination, the 2096 cases under the dual filed column reflect the number of additional cases MCHR would be responsible for if there were no EEOC or if MCHR and EEOC did not have a worksharing relationship.



St. Louis	47.0%
Kansas City	27.8%
Jefferson City	14.1%
Sikeston	11.1%

The number of complaints filed with MCHR has increased by 12.7% in comparison to FY87 and for the same period dual filed cases have increased by 12.0%. Also employment cases continue to consume the largest portion of the workload:

Employment	87.3%
Public Accommodations	7.9%
Housing	4.8%

Division of Employment Security

The Wagner-Peyser Act of June 6, 1933, as amended, provides the initial legislative basis for the establishment of the United States Employment Service and its affiliated state employment services, including the Missouri Division of Employment Security.

The Federal Unemployment Insurance Tax Act provisions under the Social Security Act of 1935 went into effect in January, 1937. These provisions provide the basis for Unemployment Insurance programs in Missouri.

The Division of Employment Security, through its director, is responsible for administration of job service, labor market information and unemployment insurance programs in the state.

Public Policy

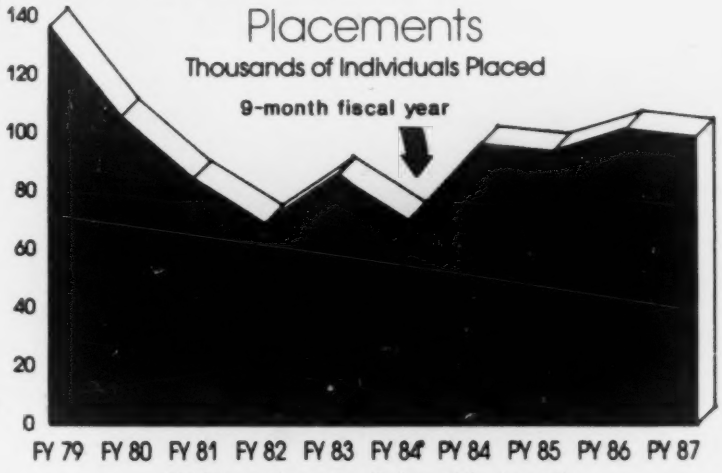
The public policy concerning employment security in Missouri is stated in the Missouri Employment Security Law. The policy states that:

"Economic insecurity due to unemployment is a serious menace to the health, morals and welfare of the people of this state resulting in a public calamity. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under police powers of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own. This law shall be liberally construed to accomplish its purpose to promote employment security both by increasing opportunities for jobs through the maintenance of a system of public employment offices and by providing for the payment of compensation to individuals in respect to their unemployment.

Funding

Costs of operating the Division and the major part of its program costs are paid from federal grants. These grants are derived from federal payroll taxes paid by employers and are made available by Congressional appropriations. Some special programs are funded by different federal grants through other state and federal agencies.

Contributions paid by Missouri employers as defined in the Employment Security Law are state funds set aside for the sole purpose of providing funds for the payment of weekly benefits to qualified claimants.



*FY 84 was 9 months: October 83 - June 84

Objectives

The objectives of the Division are three-fold:

- to find employment for jobseekers;
- to collect taxes (contributions) from employers and to pay unemployment insurance payments to those who are eligible under the law and are unemployed through no fault of their own;
- to provide labor market information in support of Employment Security operations and other employment and training operations.

To provide employment services and unemployment insurance services, 43 full-functioning Division local offices were in operation in FY87. Computerized systems promote streamlined central and local office operations and contribute to efficient use of staff and management information in program administration.

Economic Data

The Division produces economic data which are put to a wide variety of uses at the state and local level, as well as contributing to the national economic data system. These data include monthly estimates of the labor force, employment, and unemployment; employment, hours and earnings data by industry; occupational employment information; and wage data.

Job Service

In addition to paying Unemployment Insurance benefits and gathering labor market data, Employment Security through its network of Job Service offices provides two important services that help people find jobs.

Those who lack knowledge about where and/or how to seek employment may receive counseling. Others who lack adequate skills can learn about training programs available through Job Service. And, for employers, Employment Security is dedicated to providing the best qualified applicants.

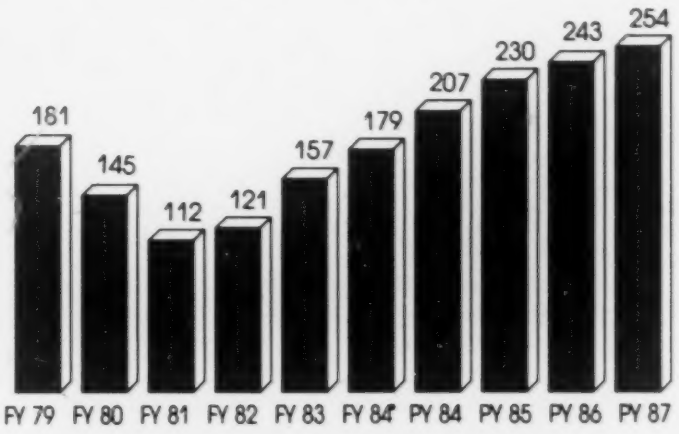
Missouri Job Service offices also cooperate with local governments and national and community agencies in promoting and administering special programs designed to provide job security, increase job opportunities and facilitate full utilization of the local area labor force.

The final goal of all employment service activities is placement of individuals in jobs. This includes receiving and interviewing applicants, taking employer orders, listing job specifications and screening and referral of applicants, followed by verification of job placement.

In Program Year 1987, the Missouri Division of Employment Security recorded a successful year. There were 120,080 employer job openings filled with 95,190 Job Service applicants and the Employment Service staff averaged 254 placements per staff.

Listed below are the major services available through Job Service offices.

Placements Per Staff



*FY 84 was 9 months: October 83 - June 84

Job and Applicant Matching

Job and Applicant Matching are important twin features of our automated placement process. This automated selection process for applicants and/or job orders matches the applicant occupational qualifications and preferences against the employer job specifications. Local office placement staff use computer terminals to directly access the central computer's Job Bank in the Jefferson City Central Office.

Job Bank

Job Bank is used to distribute job information over a wide area. This is accomplished by a network of CRT terminals linked by computer. When Employment Security receives a "job order" from an employer, information about this job and necessary specifications are entered into the Job Bank system and immediately becomes available to all local offices in the State and offices in the Kansas and Illinois portion of the Kansas City and St. Louis labor markets.

National Job Bank

To expand placement activities beyond the local, regional and statewide concept, Employment Security participates in the National Job Bank System to share information about specific employment opportunities nationwide.

This interstate network of Employment Security offices creates a close communication between offices for locating qualified applicants and desired job openings at the time they are needed.

Interstate Clearance System

The Interstate Clearance System (ICS), operating through a nationwide network of

local Job Service offices, provides services to employers by locating, selecting and referring qualified workers from other areas when qualified workers are not available locally.

ICS also helps applicants by referring them to suitable job openings when they desire employment elsewhere or when they cannot be placed locally and will accept employment elsewhere. ICS also supplements other employment service activities by providing information about current labor area supply and demand.

Employer Services

To ensure that employers are aware of services available at Employment Security, the Division maintains a personal contact through Employer Service Representatives (ESR). The local office manager and selected staff maintain this contact in offices that do not have an ESR assigned.

The ESR relays information about services available, coordinates special services and programs designed to assist employers and encourages employers to utilize Job Service.

In addition to personal visits and telephone contacts, each local office conducts seminars on Job Service and related activities pertinent to employer needs.

Testing

	1987	1986
General Aptitude Test Battery (GATB)	51,152	40,568
Proficiency (Typing, shorthand, etc)	9,817	9,758
Merit System	7,703	9,712
Interest Tests	432	751

TJTC

Targeted Jobs Tax Credit (TJTC) provides an advantage in the labor market for people who have the most difficulty in obtaining employment.

TJTC provides a federal income tax credit for employers who hire individuals from any of nine target groups: economically disadvantaged youth, Vietnam era veterans, ex-felons, Vocational Rehabilitation referrals, cooperative education participants, supplementary security income recipients, general assistance recipients, aid to families with dependent children recipients and summer youth employees.

TJTC is a cost-effective way of increasing private sector employment opportunities by offering tax-paying businesses a direct incentive to make more and better jobs available to the disadvantaged and to retain these workers in the critical first two years of employment.

The credit applies to wages paid to those employees who are certified by Employment Security. The credit is applicable for one year, amounting to 40 percent of the first $6,000 in wages the first year.

A new group, Summer Youth, has been included for the period FY83-FY88. The credit for Summer Youth is 85 percent of the first $3,000 in wages paid for a maximum of 90 days (May 1 - Sept. 15).

During PY88, 14,746 individuals were certified for TJTC in Missouri.

Missouri Employer Committee

The Missouri Employer Committee, established in 1986 to ensure the responsiveness of the Division to employers, is composed of a broad spectrum of employers representing both large and small business entities.

This committee is linked to employers through a 15-member State Steering Committee.

At the local office level, 28 Local Employer Committees have been established. These committees involve more than 300 employers who make known the concerns of the employer community. Working with local committees, the Division has conducted 91 educational seminars for approximately 6,100 employers since 1986.

Rural Service

Rural Service provides a full range of employment opportunities to rural Missourians. All local office staff have been trained to provide assistance to migrant and seasonal farm-workers.

Primary seasonal crop activity is centered in the Bootheel area for spring vegetables and summer peaches and melons. Fall activity is

centered around the Lexington and Waverly areas for apple harvesting.

Handicapped

Job Service participates with other state agencies in the Cooperative Agreement for Handicapped Job Seekers. This involves all facets of rehabilitation, training and placement efforts on behalf of the handicapped applicant.

Job Service works closely with the Governor's Committee on Employment of the Handicapped. Resources are utilized to improve direct services to disabled job seekers and to coordinate the efforts of other community agencies in the efforts to assist handicapped individuals.

Located in Kansas City and St. Louis, the PATH (Placement Assistance To Handicapped) and HOP (Handicapped Opportunity Program) programs are working together with a staff person to correctly identify and serve the handicapped community.

Job Service and the Governor's Committee on Employment of the Handicapped participate in both local job fairs for handicapped individuals and the National Employ the Handicapped Week. Each local office has a specialist available to assist handicapped clients.

Employment Security also makes extensive efforts to provide employers and the public with information concerning the contributions handicapped individuals make to the labor force and the economy.

Missouri Employment and Training Program

The Food Stamp Program, implemented under the U.S. Department of Agriculture, Food and Nutrition Service in 1964, was amended in January, 1971, to include the requirement of work registration for Food Stamp recipients.

The law was further amended in January, 1981, to require Job Search as a part of the work registration process for able-bodied individuals.

The work registration function is accomplished by a cooperative agreement between the Division of Family Services and the Division of Employment Security. The local Job Service office carries out the Congressional intent of the work test by referral of employable Food Stamp recipients to suitable employment or training.

In addition, many individuals are asked to do individual job search activity on their own if suitable job openings are not available.

Youth Applicants

Youths age 16-21 can receive job development and referral assistance at Employment Security local offices. Services are provided to in-school and out-of-school youth from high school, junior college and college settings.

Under special contracts with Private Industry Councils, Job Service conducts summer youth programs in some areas of Missouri. Close coordination is also maintained with the Department of Elementary and Secondary Education and Job Service operates special placement services and activities jointly with many of the area vocational schools.

Experienced Worker Program

Job Service offices place special emphasis on providing the full range of employment services to applicants over age 40.

Federal law makes it illegal to discriminate against older workers who are seeking employment or entering training programs. Job Service specialists in local offices provide assistance in overcoming barriers to employment.

Special job seeking skill training is offered to experienced applicants over age 55 in five agency local offices. On-the-job training contracts also are available to employers who hire this special applicant group. These special services are possible through a contract with the Missouri Division of Job Development and Training.

Counseling

Employment counseling assistance is available for those job applicants desiring to evaluate their occupational goals and work search plans. Re-entrants to the labor market, and workers experiencing job changes because of technology or physical causes, as well as young workers, use the professional counseling services available in Job Service offices.

Individuals needing assistance may be referred by local office staff, by community agencies or may request counseling assistance themselves.

Counselors aid individuals in evaluating their interests, values and abilities as they relate to the world of work. Aptitude testing, labor market information and opportunities for training and education may be explored.

All larger Job Service offices have counseling services available. Counseling assistance is also available in Work Incentive Programs.

In several offices, counselors offer workshops in Job Seeking and Keeping Skills. The majority of the unemployed experience difficulties presenting themselves appropriately to employers therefore, these workshops have proved to be of great value.

Counseling Interviews

	1987	1986
Individuals	18,009	20,399
Group	4,082	6,138
Total	22,091*	26,582

* Of the individuals receiving counseling assistance, 46% are female, 39% are minorities, 8% are handicapped, 21% are veterans, 10% are youth, 19% are older workers and 27% are claimants.

OJT

The On-the-Job Training (OJT) Program is a cost reimbursable program for employers in both the public and private sectors of the economy. The employer enters into a contractual agreement with Employment Security to provide employment and on-the-job training in specific occupations and pay wages as designated in the subcontract.

In return, Employment Security agrees to reimburse the subcontractor on a monthly basis for up to 50 percent of the trainees' wages during a predetermined period.

School Placement

The Area Vocational Technical School program provides a full-range of placement services for students enrolled at 11 Vocational Technical schools in Missouri. Division placement specialists with portable computer terminals are stationed at the vocational technical schools, linking students with opportunities listed in the Division's statewide Job Bank.

WIN

The Work Incentive (WIN) Program is an inter-agency program whose function is to provide employment and social services to enable recipients of Aid to Families with Dependent Children (AFDC) to move from welfare to work. The structure mandated to perform this function throughout the nation is a Department of Labor and Department of Health and Human Services partnership. In Missouri, WIN is administered jointly by the Division of Employment Security and the Division of Family Services.

A distinctive feature of the program is the provision of a combination of services designed to meet the needs of the individual and made available through joint efforts of the two agencies. This very often includes coordination and cooperation with a multiple of other employment and social services agencies in the community.

All applicants for and recipients of AFDC are required under provision of the 1967 Amendments of Title IV of the Social Security Act to register with WIN, unless legally exempt. These legal exemptions include residents of counties not covered by the program. However, eligible AFDC recipients residing outside of the mandatory counties and those living in mandatory counties who are legally exempt may volunteer.

WIN Locations	Appraisals Interviews	Certiciations	Entered Employment
Cape Girardeau WIN	118	117	146
Caruthersville WIN	216	135	101
Dexter WIN	147	116	76
Kennett WIN	226	188	129
Poplar Bluff WIN	90	90	108
St. Louis WIN	1,374	898	1,633
Sikeston WIN	180	101	169
Totals	2,351	1,645	2,362

Job Corps

Job Corps is one of the most successful training opportunities for young men and women and has been in existence for 24 years.

During the fiscal year, Employment Security will enroll some 1500 youth to assist them in becoming viable tax paying citizens.

In Missouri approximately 70 percent of the young people, (ages 16-21), who enroll in Job Corps complete their training.

Job Corps offers a wide range of vocational training. The program is responding to the emphasis emanating from the Workforce 2000 Studies. Educational and vocational training are continually being upgraded to meet the challenges of the Workforce 2000's needs.

In Missouri, there are three residential Job Corps Centers, St. Louis, Excelsior Springs (near Kansas City) and at Mingo (near Poplar Bluff). There also are three nonresidential sites at St. Louis, Kansas City and St. Joseph.

Job Corps Enrollment

	Male	Female	Total
1987	1,073	491	1,564
1988	1,148	508	1,656

The Division offers employers and veterans an on-the-job training program via the Veterans Job Training Act (VJTA). The program is operated jointly with the Veterans Administration and provides employers with 50 percent of the starting wage (up to $10,000) of qualified veterans.

Veterans Reemployment Rights is an aspect of veterans benefits with which the Division has involvement. Most such cases are referred to the appropriate Federal VETS staff.

Monitoring of services to veterans in the Division is conducted by the State Veterans Program Supervisor, and the Federal Director of Veterans Employment and Training and his assistance.

Service to Veterans

	1987	1986
Placements	15,455	14,410
Vietnam Vets	6,860	6,473
Disabled Vets	589	501
Counseling	2,845	2,780
Vietnam Vets	1,343	1,323
Disabled Vets	166	165
Enrollment in Training	387	468
Vietnam Vets	193	264
Disabled Vets	25	26

Veterans

The Missouri Division of Employment Security provides preferential services to veterans in accordance with federal law.

Local Veterans Employment Representatives (LVER's) and Disabled Veterans Representative (DVR's) are designated staff within local offices to offer more intensive services to veterans with barriers to employment. Also, these special staff help assure that Performance Standards for services to veterans are accomplished.

Assistance to employers who are federal contractors (and their subcontractors) by the Division staff help assure that affirmative action for Vietnam Era and Special Disabled Veterans is achieved regarding employment and advancement in employment.

Trade Act of 1974

The Trade Act of 1974 was enacted to provide assistance to workers separated from employment because of increased imports of goods and products.

Job Service is responsible for assisting displaced workers in finding equivalent employment or, when necessary, to upgrade their skills through vocational or on-the-job training enabling them to obtain other suitable employment.

In addition to job placement and retraining services, job search and relocation allowances are available to eligible applicants to assist their efforts in seeking employment in an area outside their normal commuting distance and to relocate to such area if suitable employment is obtained.

Job Service Activities — Program Year 1987

Local Offices	Job Openings Non Ag.	New App. Trans.	Non Ag. Referrals Trans.	Non Ag. Placements Trans.
STATEWIDE*	182,535	371,213	545,751	118,566
Blue Springs	1,904	2,648	5,578	1,211
Branson	2,520	4,691	8,899	1,519
Camdenton	1,820	2,750	6,578	856
Cape Girardeau	4,427	7,269	12,631	3,557
Carthage	1,954	3,462	5,509	1,795
Caruthersville	1,507	2,552	4,324	1,329
Chillicothe	2,774	4,318	6,404	1,888
Clinton	2,251	3,428	5,403	2,052
Columbia	4,191	7,980	14,496	2,309
Crestwood	8,401	15,015	15,659	3,289
Crystal City	1,743	6,296	4,166	1,149
Dexter	1,004	2,633	1,580	846
Flat River	3,341	6,873	8,727	2,423
Fort Leonard Wood	840	1,676	1,734	584
Gladstone	10,363	18,975	27,878	6,324
Grandview	6,415	12,602	17,042	3,874
Hannibal	2,093	4,704	8,213	1,260
Independence	5,303	13,707	16,968	3,564
Jefferson City	2,890	8,037	8,690	1,971
Joplin	4,448	9,107	14,388	3,245
Kansas City	16,748	21,281	27,450	7,923
Kennett	1,203	2,340	3,999	1,027
Kirksville	1,095	3,279	4,480	902
Lebanon	4,087	6,163	18,182	3,501
Lexington	3,265	5,050	9,150	2,609
Malden	940	2,398	4,277	977
Marshall	2,057	2,851	8,366	1,538
Marshfield	845	2,082	4,616	857
Maryville	1,532	2,670	4,657	1,057
Mexico	1,573	2,785	8,936	1,070
Moberly	1,937	3,043	8,108	1,460
Monett	2,600	4,928	7,264	2,097
Nevada	1,400	2,669	3,318	945
Poplar Bluff	2,604	6,375	7,752	1,618
Rolla	2,370	6,504	9,711	1,668
St. Ann	10,885	29,381	23,871	5,757
St. Charles	5,173	11,651	13,100	2,930
St. Joseph	3,789	7,410	13,183	2,436
St. Louis	13,662	23,213	34,928	8,196
St. Louis North	2,973	12,153	9,757	1,365
St. Louis South	3,618	10,023	11,852	2,333
Sedalia	4,759	6,628	15,005	2,883
Sikeston	1,863	4,743	7,260	1,320
Springfield	11,282	21,465	48,365	7,515
Washington	3,327	8,174	17,083	3,803
West Plains	2,277	4,886	6,544	1,694

* Local Office figures do not add up to Statewide totals due to exclusion of some JTPA and Non-E.S. reporting locations.

Legal

The Legal Section of the Division of Employment Security has a staff of five lawyers; three stationed in Jefferson City, one in Kansas City and one in St. Louis.

The Legal Section represents the Division in all legal matters involving the administration and enforcement of the Missouri Employment Security Law.

The section advises the director and other Division management officials, prepares legal opinions for all sections within the Division, reviews leases, assists in real estate transactions and litigation, responds to public inquiries, appears before the Appeals Tribunal and the Labor and Industrial Relations Commission in certain employer liability and benefit cases and reviews contracts relating to federally sponsored programs.

The legal section plays an important role in the collection of delinquent contributions.

In addition, the Legal Section:

- counsels with the Collection and Contributions Section on collection matters;
- works with other state agencies in an effort to effect collection of delinquent contributions on the part of defaulting employers and issue and enforce administrative subpoenas to obtain pertinent records when needed for the proper administration of the law;
- represents the Division in personnel matters, in the internal grievance procedure before the Personnel Advisory Board and under the current union resolution;
- represents the Division before the Equal Employment Opportunity Commission and the Missouri Commission on Human Rights relative to charges of discrimination filed against the Division by employees and members of the public.

Garnishments	Kansas City Garnishments — Contr.
FY 87 188	FY 87 296
FY 88 88	FY 88 356
Circuit Court Cases Opened	Kansas City Garnishments —
FY 87 114	Special Collections
FY 88 115	FY 87 169
Circuit Court Cases Closed	FY 88 99
FY 87 196	St. Louis Garnishments — Contr.
FY 88 130	FY 87 533
Cases Into Court of Appeals	FY 88 678
FY 87 14	St. Louis Garnishments —
FY 88 120	Special Collections
Benefits — Garnishments	FY 87 911
FY 88 281	FY 88 1,023

Field Operations

Field Operations is responsible for line authority over the local office managers in the administration of the Employment Security Job Service and Unemployment Insurance Programs throughout the State.

Field Operations provides liaison between technical specialists, program supervisors, local office managers, and District Managers. Also through coordinating efforts, Field Operations functions in securing proper emphasis and attention for each program and activity.

In FY 88:

- The Ferguson and Florissant Offices closed on September 17, 1987. The clientele formerly served by these offices is being served by other offices in the Metropolitan St. Louis Area.
- Malden and Caruthersville became sub-offices of the Kennett Local Office effective October 1, 1987.
- Effective October 1, 1987, the Sedalia Office opened a sub-office at Whiteman Air Force Base. Open two days per week, this office provides employment services to the military base's personnel.
- The Springfield Local Office moved from temporary quarters to their permanent location at 505 E. Walnut Street October 5, 1987, upon completion of asbestos removal.
- The Camdenton Office moved to a new location at 131 W. Highway 54 effective October 19, 1987, in order to better serve the business community.
- The Joplin Local Office moved from temporary quarters to their permanent location at 730 Wall Avenue on November 23, 1987, upon completion of asbestos removal.
- The St. Charles Local Office moved to a new location at 2120 Parkway Drive effective December 14, 1987, to better serve the public.
- The Sikeston Local Office moved to their original location at 202 S. Kingshighway, with the exception of the WIN personnel, effective December 14, 1987. The address of the WIN Office is 516 Prosperity, Sikeston.
- The St. Joseph Local Office moved to temporary quarters May 23, 1988, at 2921 North Belt Highway, Mart Plaza, due to removal of asbestos.

The Labor Market Environment

Unemployment in Missouri fell substantially in Fiscal Year 1988, after having increased slightly in the previous fiscal year. The average number of employed Missourians in FY 1988 increased by 23,000 over the previous year, while joblessness fell by 14,000. The average unemployment rate decreased 0.6 percentile pointsto 5.7 percent, the lowest rate since FY 1980.

Slowing labor force growth in the period took some of the pressure off the labor markets. When the labor force grows rapidly, substantial employment increases are necessary just to keep unemployment from rising. This year, employment growth resulted in reduced unemployment.

Economic growth had been accelerating in calendar year 1987 following a period of near-standstill that took place in the last three quarters of the previous year. Growth was strong going into FY 1988 and accelerated in the October-December period, despite the stock market crash, which seems to have affected mainly the financial sector. In the second half of the fiscal year, growth slowed somewhat but was still strong by historical standards. Indeed, economic analysts began to worry more about inflation than recession. The other main exogenous event of the year — drought — had not had an apparent effect on the overall economy by the end of the fiscal year.

Along with the rapid growth of the economy in the first half of FY 1988 came rapid total employment growth. Unemployment remained little changed because the growing labor force absorbed much of the increase in employment. The second half of the fiscal year saw an unusual development, as labor force growth slowed substantially. Total employment growth also slowed but held up enough to yield a substantial decrease in unemployment, especially in the January-April period.

Unemployment usually falls seasonally in these months, but the 1988 decreases were larger than the usual seasonal amounts. By the end of the fiscal year, unemployment had begun to edge back up.

A longer perspective may be a more reliable indicator than the individual monthly data in this period. At the end of the fiscal year (June 1988), the unemployment rate was 5.1 percent, a full point lower than 12 months earlier, and total employment was 33,000 higher than in June 1987.

Nonagricultural wage and salary payroll employment growth was a little more consistent over the fiscal year than was total employment growth. On a fiscal-year-average basis, nonfarm payrolls grew by more than 38,300 jobs in 1988. Manufacturing employment actually increased during the fiscal year, despite employment reductions in the state's automobile industry. The declining value of the dollar in world markets seemed finally to have been translated into increased exports and in turn into increased employment in a number of manufacturing industries.

FY 1988 was thus a year of strong economic growth. Employment growth continued in Missouri, with most manufacturing industries finally experiencing some improvement. Labor force growth slowed in the state, contributing to a substantial decrease in unemployment.

Labor Market Data — Fiscal Year 1988

	FY 1988	FY 1987	FY 1986	FY 1987-88 (Changes between fiscal years)	FY 1986-87 (Changes between fiscal years)
Civilian Labor Force	2,582,000	2,574,000	2,504,000	8,000	70,000
Total Employment	2,435,000	2,412,000	2,351,000	23,000	61,000
Unemployment	148,000	162,000	153,000	-14,000	9,000
Rate	5.7%	6.3%	6.1%	-0.6%	0.2%
Nonagricultural Wage & Salary Employment	2,203,800	2,165,500	2,119,200	38,300	46,300
Manufacturing	421,000	419,900	428,800	1,100	-8,900
Nonmanufacturing	1,782,800	1,745,700	1,690,400	37,100	55,300

Missouri Employment and Earnings
1987 Annual Averages

Industry	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
TOTAL NONAGRICULTURAL EMPLOYMENT	2,185,300	NA	NA	NA
MANUFACTURING	419,700	$405.59	40.6	$ 9.99
DURABLE GOODS	238,100	447.12	41.4	10.80
Lumber & Wood Products	10,600	251.16	39.0	6.44
Furniture & Fixtures	11,400	348.30	45.0	7.74
Stone, Clay & Glass Products	10,900	499.70	44.3	11.28
Cement, hydraulic	900	569.54	39.8	14.31
Structural clay products	1,800	491.20	40.0	12.28
Primary Metal Industries	12,500	456.91	41.2	11.09
Iron & steel foundries	1,500	432.15	43.0	10.05
Nonferrous foundries	3,300	336.59	41.3	8.15
Fabricated Metal Products	27,800	427.23	41.6	10.27
Fabricated struc metal prods	10,800	408.18	40.9	9.98
Machinery except Electrical	29,900	416.75	41.1	10.14
Electrical/Electronic Equip	46,500	392.20	40.6	9.66
Transportation Equipment	70,200	600.90	41.7	14.41
Motor vehicles & equipment	31,300	613.47	41.2	14.89
Instruments & Related Prods	11,300	316.41	39.9	7.93
Miscellaneous Mfg. Industries	7,100	262.55	39.6	6.63
NONDURABLE GOODS	181,700	351.16	39.5	8.89
Food & Kindred Products	45,400	429.48	41.9	10.25
Meat prods, prsrvd fruit/vegs	13,300	308.67	41.6	7.42
Dairy products	5,800	464.46	43.9	10.58
Grain mill products	7,400	441.00	42.0	10.50
Bakery products	5,100	407.81	38.4	10.62
Beverages	9,600	741.31	42.9	17.28
Other food & kindred prods.	4,300	394.38	42.0	9.39
Textile & Apparel	24,100	202.84	35.4	5.73
Paper & Allied Products	13,200	408.92	42.2	9.69
Paperboard containers/boxes	6,400	409.92	42.7	9.60
Printing & Publishing	40,900	383.29	38.1	10.06
Commercial Printing	13,900	449.65	40.4	11.13
Chemicals & Allied Products	27,900	472.88	41.7	11.34
Leather & Leather Products	16,400	206.83	37.0	5.59
Footwear except rubber	12,900	194.18	36.5	5.32
NONMANUFACURING	1,765,600	NA	NA	NA
MINING	5,500	NA	NA	NA
CONSTRUCTION	99,500	NA	NA	NA
TRANSPORTATION & PUB UTILITIES	142,600	NA	NA	NA
Railroad Transportation	9,900	NA	NA	NA
Transportation exc Railroads	77,100	NA	NA	NA
Communications & Utilities	55,600	NA	NA	NA
WHOLESALE & RETAIL TRADE	538,200	NA	NA	NA
Wholesale Trade	136,700	NA	NA	NA
Retail Trade	401,500	NA	NA	NA
FINANCE, INSURANCE, REAL ESTATE	134,500	NA	NA	NA
SERVICES	503,200	NA	NA	NA
GOVERNMENT	342,100	NA	NA	NA
Federal Government	71,600	NA	NA	NA
State & Local Government	270,400	NA	NA	NA

Prepared by the Missouri Division of Employment Security in cooperation with the U.S. Bureau of Labor Statistics. Estimates are based on monthly reports from cooperating establishments.

Data cover employees who worked or received pay for the payroll period which include the 12th of the month. The data exclude the self-employed, volunteers or unpaid family workers, and domestic workers. Payroll and hours data cover production and related workers in manufacturing.

Labor Force and Unemployment Rates
1987 Annual Averages

	Civilian Labor Force	Change From 1986	Unemployment Rate	Change From 1986
U.S.	120,722,000	2,146,000	5.8	-.9
Missouri	2,589,000	47,000	6.3	.2
St. Louis MSA	1,276,572	22,077	7.0	.0
Kansas City MSA	837,520	21,073	5.4	.8
Springfield MSA	120,824	2,254	4.8	.2
Joplin MSA	69,163	1,944	5.6	.0
Columbia MSA	65,212	1,970	3.3	.2
St. Joseh MSA	41,541	49	7.5	-.2
Marion/Ralls LMA	17,958	477	7.4	-.2
Cole/Osage LMA	39,856	277	4.8	.1
Adair/Schuyler LMA	13,339	97	5.3	.1
Counties:				
Andrew	6,962	-40	6.4	.3
Atchison	3,184	-5	3.8	-.7
Audrain	10,519	-48	6.8	-.1
Barry	11,796	259	5.6	0.4
Barton	5,453	327	3.6	-.1
Bates	6,583	150	8.0	1.5
Benton	5,331	-107	8.1	-.4
Bollinger	3,253	-81	9.4	-2.6
Butler	16,562	-58	9.1	-.5
Caldwell	3,112	-123	6.4	.3
Callaway	14,379	871	6.1	-.6
Camden	14,655	583	6.5	-.2
Cape Girardeau	35,140	1,826	4.3	.0
Carroll	4,838	24	9.4	2.0
Carter	2,098	-33	11.6	-2.7
Cedar	4,744	-208	7.1	1.0
Chariton	4,302	-49	5.4	-1.0
Clark	3,666	-18	6.9	.1
Clinton	6,860	-79	6.8	1.0
Cooper	6,520	-292	5.9	-.8
Crawford	8,785	774	7.9	-.7
Dade	2,804	-64	5.6	.3
Dallas	3,667	-97	9.2	.0
Daviess	3,707	0	5.0	.6
DeKalb	3,566	-93	6.5	.4
Dent	6,257	567	8.6	-2.7
Douglas	4,789	-45	7.9	-1.2
Dunklin	13,029	-412	8.7	-.7
Gasconade	7,232	215	6.3	-.2
Gentry	2,885	-224	6.8	2.5
Grundy	5,174	96	5.4	-.6
Harrison	4,381	-275	5.5	.2
Henry	8,023	-323	8.8	1.6
Hickory	2,561	69	7.6	-.1
Holt	2,401	-109	6.2	1.1
Howard	4,611	9	5.5	-.1
Howell	13,164	70	8.0	-1.0
Iron	2,551	-445	14.8	-.8
Johnson	18,376	855	4.3	.5

Labor Force and Unemployment Rates
1987 Annual Averages (continued)

	Civilian Labor Force	Change From 1986	Unemployment Rate	Change From 1986
Knox	1,949	-43	5.3	-1.5
Laclede	12,981	527	6.4	-1.0
Lawrence	13,714	157	6.3	.0
Lewis	4,990	-79	7.4	-2.5
Lincoln	11,588	1,127	8.2	.4
Linn	6,651	132	6.5	-1.1
Livingston	6,597	142	5.6	.3
McDonald	7,515	106	6.1	-.1
Macon	8,126	-290	6.2	-1.6
Madison	4,645	384	7.5	-1.9
Maries	3,676	-331	8.5	1.0
Mercer	1,550	-10	5.5	-.2
Miller	9,087	-403	10.8	.1
Mississippi	6,530	250	8.8	-2.0
Moniteau	6,049	-28	6.4	-1.0
Monroe	4,860	-240	5.5	.4
Montgomery	4,957	181	6.8	-.9
Morgan	7,303	318	7.6	-.1
New Madrid	9,366	46	8.2	-1.2
Nodaway	10,441	144	3.5	-.3
Oregon	3,809	128	9.2	.0
Ozark	3,392	-52	7.9	.4
Pemiscot	8,656	-23	8.5	-1.3
Perry	7,965	317	5.3	-1.5
Pettis	17,624	-528	6.5	-.7
Phelps	16,653	450	5.7	.2
Pike	7,166	-264	8.4	.4
Polk	9,311	193	5.8	-.6
Pulaski	12,381	427	5.8	-.2
Putnam	2,195	7	5.0	.3
Randolph	11,843	34	6.5	-.4
Reynolds	1,876	-40	17.6	-1.6
Ripley	3,934	-284	10.3	.6
St. Clair	3,401	-31	6.9	1.3
Ste. Genevieve	6,979	248	7.4	-.3
St. Francois	20,261	1,580	8.7	-.2
Saline	11,662	143	5.1	-.2
Scotland	2,297	0	5.0	.1
Scott	17,878	417	7.4	-.4
Shannon	2,981	112	12.1	-3.0
Shelby	3,596	70	3.5	-1.0
Stoddard	12,365	137	9.1	-1.3
Stone	8,593	52	11.0	-.5
Sullivan	3,362	2	4.0	-1.4
Taney	15,255	327	9.0	-.1
Texas	9,139	-32	8.0	-2.9
Vernon	9,295	277	4.8	-.2
Warren	9,985	910	6.7	.8
Washington	6,154	-378	19.3	1.2
Wayne	4,609	68	10.0	-3.4
Webster	9,278	87	8.7	-.7
Worth	1,164	-28	5.9	1.4
Wright	6,883	137	7.3	-2.9

Unemployment Insurance

Unemployment insurance (UI) programs provide partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers bolster the economy of the state during periods of economic recession by helping maintain the level of consumer purchasing power.

Eligible claimants can qualify for up to 26 weeks of unemployment compensation under the Regular Benefit Program. During periods of high unemployment, the Extended benefit program (EB) provides up to 13 more weeks of entitlement for the long term unemployed who have exhausted all Regular Program entitlement and who meet EB eligibility requirements.

Payment of benefits under the Regular Program are made from a trust fund supported by a tax on the payrolls of contributing employers and the reimbursement of benefit charges by certain governmental and nonprofit employers who reimburse in lieu of paying taxes. No part of the unemployment tax is deducted from the worker's wages.

Benefit payments under the EB program are made, in part, from the Trust Fund. Employers who reimburse in lieu of taxes reimburse the fund for all EB charges. Federal funds reimburse the Trust Fund for half of the other EB payments.

Tax Function

The Contribution Section of the Division ensures that all employers are properly reporting their workers' wages and paying the correct tax on those wages.

An administrative staff in the Central Office in Jefferson City investigates matters pertaining to employer liability and make administrative determinations relating to employer payrolls and taxes. These determinations are appealable through the Division's appeal process and the State judicial system.

An account is maintained for each employer to whom tax payments are credited and to whom unemployment benefits paid to the employer's workers are charged. The employer's tax rate is based on the relationship of the account balance to the employer's average annual taxable payroll.

During Fiscal Year 1988 the number of employers subject to coverage provisions increased 1,868 from 120,091 to 121,959.

There were 19,318 employers not previously covered who became subject to the law and 17,450 who terminated coverage. The number of wage items (employees) reported each calendar quarter rose from 2,362,306 to 2,425,579.

Chapter 143 RSMo provides for the interception of income tax refund checks to offset claimant and employer debts with the Division of Employment Security. In FY88, the Employer Contribution Section intercepted $398,893 from employers delinquent in paying their contributions.

The number of employers subject to coverage provisions increased 1,868 to 121,959 in FY88. The number of employees reported each quarter also increased from 2,362,306 to 2,425,579.

Field Auditors

Field auditors work out of the Division's local offices. The auditors are in daily contact with the employers relative to investigations of employer liability and the collection of unemployment insurance taxes. The auditors also assist employers in complying with the tax provisions of the Law and they handle tax enforcement problems and inform employers of their rights and responsibilities.

During FY88, the auditors made 43,542 reported contacts with employers, accountants and attorneys. In addition to securing delinquent contribution and wage reports and collecting delinquent taxes, the auditors performed 4,882 audits. The auditors found overreported tax amounting to $193,644 and underreported taxes amounting to $1,584,606. Some employers were found to have overreported taxable payrolls by $6,851,609 while other employers underreported taxable payrolls by $48,985,176. The auditors also discovered 17,466 workers covered by the Law that employers failed to report.

Benefits

One of the prime objectives of the Division is the prompt payment of unemployment benefits to eligible claimants. The delivery of a benefit check to a claimant is the final step in a chain of events which begins with the filing of an initial claim in one of the Division's local offices.

A person must have worked in covered employment and earned certain qualifying wages to be entitled to any unemployment insurance benefits. A separate record kept of each worker's wages permits the prompt determination of benefit entitlement when a new initial claim is filed. During FY 1988, approximately 15.1 percent of the people who filed new claims failed to meet minimum earnings requirements.

The monetarily eligible claimant is subject to nonmenetary provisions covering job separation and eligibility while unemployed. Separation from employment for any reason other than a lack of work, or refusal of suitable work while unemployed, raises an issue with a potential disqualification.

UI Wages and Benefits

Calendar Year	— Average Weekly — Wages	Benefits
1980	$260.09	$ 88.41
1981	284.23	91.45
1982	303.13	93.72
1983	318.19	93.83
1984	334.06	91.23
1985	348.25	94.97
1986	359.75	102.70
1987	372.85	108.87

Before a disqualification or denial of benefits is imposed, a Division deputy is required to make an investigation, weighing all the facts involved in accordance with requirements of the Law. Determinations were made on 245,293 claims filed under the regular and related benefit programs. The claimant was disqualified or denied benefits for one or more weeks in 69.1 percent of these cases.

Voluntarily leaving a job without good cause attributed to the work or to the employer was a primary reason for disqualification. The disqualification for quitting a job remains in effect until removed through reemployment with wages in insured work equal to at least ten times the individual's weekly benefit amount. The same penalty applies if a claimant refuses suitable work. Misconduct connected with the work was another major reason for disqualification. The penalty for discharge is disqualification for four to sixteen weeks, depending on the seriousness of the misconduct. In cases of aggravated misconduct, part or all of the wage credits earned with the employer involved can be canceled. Weeks of disqualification may be offset by filing otherwise valid claims for a like number of weeks of unemployment, or may be removed through reemployment with wages for insured work equal to at least eight times the claimant's weekly benefit amount.

As provided for in Chapter 143 RSMo, the Division of Employment Security entered into an agreement with the Department of Revenue for the interception of state income tax refund checks to individuals who have outstanding debts with the Missouri Division of Employment Security. The Benefits Section intercepted $180,170 which has been applied to outstanding overpayments to claimants who claimed benefits fraudulently.

Enacted August 13, 1981, Public Law 97-35 revised the Social Security Law to allow the collection of delinquent child support payments through the withholding of unemployment insurance benefits. The passage of House bill 1521 authorized this procedure under Missouri law. The law provides for voluntary compliance or garnishment of UI benefits. During the fiscal year, $1,391,802 was deducted from unemployment insurance checks for delinquent payment of court-ordered child support.

Interstate

Under the Interstate Benefit Payment Plan, which is subscribed to by all states, a worker can file a claim for unemployment benefits against any state in any UI local office in the United States, Puerto Rico, Virgin Islands or Canada. The state through which the claim is filed (agent) makes reports and supplies facts to the paying (liable) state.

Missouri claims takers accepted 23,789 new and renewed initial claims for benefits against other states. Claimants filing from

Missouri against other states claimed 186,793 weeks of unemployment. Claims against Missouri, as liable state, numbered 24,248 initial claims and 167,289 weeks claimed.

Missouri subscribes to the Interstate Arrangement for Combining Wages. The plan permits the wages earned in a number of states to be combined under a single claim to enable an individual who has worked in more than one state to qualify for unemployment insurance.

Benefit Payment Control

The Division conducts a benefit payment control program to detect and prevent improper payments. During fiscal year 1988, 17,471 cases of improper payment were detected, resulting in establishment of $4,289,648 in overpayments for all benefit programs.

During the same period, unemployment insurance benefits paid under all programs administered by the Division amounted to $230,947,239. The percentage of benefits overpaid was 2 percent.

The primary means of overpayment detection is a quarterly crossmatch of employer wage reports with benefit payments. Crossmatch detected $2,971,106 in overpaid benefits. Missouri also conducts a "border crossmatch" with Kansas. Overpayments totaling $107,335 were detected by this audit process.

Collection of overpayments has a high priority in the benefit payment control program. During the fiscal year, the Division recovered $2,606,367 of improperly paid benefits.

The special collection units in Jefferson City, Kansas City, and St. Louis collected cash restitution of $739,356. The Jefferson City unit is responsible for collection activity for all areas not served by the Kansas City or St. Louis units.

Special Collection Units
FY87 Cash Restitution

Unit	$ Amount
Jefferson City	$261,168
Kansas City	172,357
St. Louis	305,831
Total	$739,356

Unemployment Compensation Fund FY88

Balance on Hand, July 1, 1987	**$346,914,537.67**
RECEIPTS	
Federal Supplemental Compensation Account	(64,128.65)
Federal Employees Compensation Account	4,772,000.00
Net Contributions Collected	216,164,554.70
Interest Credited by U.S. Treasury	31,225,541.72
Title IX (Reed Bill) Reimbursements	238,947.12
Reimburseable (Local Govt. & Other Political Subdivisions)	2,506,676.15
Reimburseable (State Govt., State Hosp., Higher Education)	1,523,994.78
Reimburseable (Nonprofit Organizations)	1,849,340.41
Regular Extended MA Portion	(240,212.00)
CWC Reimbursements	2,523,151.25
FSB Advance	--
EB Year-Old Cancelled Checks, State Portion	--
Total Receipts	**$260,499,865.48**
DISBURSEMENTS	
Federal Supplemental Compensation Account	(60,281.85)
Federal Employees Compensation Account	4,771,955.05
Net Benefits Paid to Claimants	217,225,211.31
Title IX (Reed Bill) Disbursements	--
Reimburseable (Local Govt. & Other Political Subdivisions)	2,485,919.10
Reimburseable (State Govt., State Hosp., Higher Education)	1,290,009.22
Reimburseable (Nonprofit Organizations)	1,844,940.05
Net Regular Extended — State Portion	237,561.87
Net Regular Extended — MA Portion	(242,313.97)
CWC Disbursements	8,084,288.79
FSB Disbursements	--
Total Disbursements	**$235,637,289.57**
BALANCE ON HAND, June 30, 1988	**$371,777,113.58**
CASH BALANCE, June 30, 1988	
Clearing Account Central Trust Bank, Jefferson City, MO	41,677.46
Trust Fund Account, U.S. Treasury	$375,139,188.56
Benefit Payment Account, Central Trust Bank, Jefferson City, MO	(3,403,752.44)
	$371,777,113.58

UI Contributions by Employer Location and Benefits by Claimant's County of Residence All Programs — Fiscal Year 1988

County	Net Employer Contributions*	Initial Claims** UI	Initial Claims** UCFE UCX	Weeks Claimed UI	Weeks Claimed UCFE UCX	Weeks Paid UI	Weeks Paid UCFE UCX	Amount of Benefit Payments*** State UI	Amount of Benefit Payments*** Fed. Funds	Amount of Benefit Payments*** Total
STATEWIDE	$216,732,097	436,687	6,802	2,541,232	45,196	2,000,974	46,528	$225,146,515	$4,831,449	$229,977,964
Adair	806,957	2,137	14	8,948	79	6,835	53	695,342	7,067	702,409
Andrew	126,765	1,047	21	5,946	194	4,690	163	532,992	21,652	554,644
Atchison	166,805	137	0	947	0	748	0	74,672	0	74,672
Audrain	790,334	1,866	22	9,505	110	7,949	74	809,912	9,433	819,346
Barry	993,391	1,493	24	9,269	113	6,516	94	692,523	11,164	703,687
Barton	280,130	573	13	2,483	50	1,728	42	180,080	5,469	185,549
Bates	216,714	1,463	8	9,175	52	6,305	105	705,569	11,242	716,811
Benton	224,743	1,048	23	7,229	233	5,453	205	592,342	22,974	615,316
Bollinger	184,092	2,203	10	7,528	58	5,798	49	575,325	5,911	581,236
Boone	3,319,181	4,349	73	27,818	449	21,754	608	2,493,440	58,543	2,551,983
Buchanan	3,684,920	7,967	151	45,100	856	35,298	740	3,904,706	88,713	3,993,420
Butler	1,188,009	3,281	89	23,273	460	18,404	504	1,895,996	53,372	1,949,369
Caldwell	107,949	627	7	3,429	38	2,562	49	289,250	5,524	294,774
Callaway	876,922	2,218	29	13,402	147	10,573	119	1,215,470	14,173	1,229,643
Camden	1,382,163	2,840	28	17,408	185	13,907	157	1,464,559	11,913	1,476,472
Cape Girardeau	2,946,845	6,974	59	28,297	281	21,911	233	2,267,595	26,350	2,293,945
Carroll	234,999	1,060	7	9,999	34	9,016	41	1,036,360	4,172	1,040,532
Carter	113,385	594	39	3,149	209	2,426	237	244,000	25,800	269,800
Cass	1,002,345	4,593	82	27,714	543	20,145	508	2,435,308	52,676	2,487,984
Cedar	263,609	977	13	6,368	109	4,855	120	477,415	13,171	490,586
Chariton	133,866	670	6	3,634	38	2,984	54	312,367	5,832	318,199
Christian	684,331	2,731	10	12,492	56	9,693	63	1,078,960	6,563	1,085,524
Clark	69,382	26	0	254	8	768	0	81,038	0	81,038
Clay	6,581,052	8,298	125	47,549	488	32,454	507	3,900,935	51,883	3,952,818
Clinton	201,633	1,012	21	5,812	88	4,252	93	498,192	9,624	507,816
Cole	2,318,191	3,697	53	21,680	282	17,283	289	1,977,741	31,404	2,009,145
Cooper	395,829	1,577	14	5,973	92	4,581	66	507,196	6,041	513,238
Crawford	561,312	2,606	13	12,545	142	10,257	152	1,089,387	17,326	1,106,713
Dade	96,076	529	16	2,751	72	2,096	64	234,326	7,773	242,099
Dallas	121,432	1,227	15	5,582	116	4,237	69	463,710	8,963	472,673
Daviess	113,015	768	13	3,433	72	2,596	80	259,498	7,385	266,884
DeKalb	97,010	561	12	3,168	57	2,472	47	279,958	5,996	285,955
Dent	377,863	2,121	23	8,807	148	7,049	184	711,708	18,567	730,276
Douglas	292,898	2,107	15	7,339	143	5,380	117	547,370	15,148	562,518
Dunklin	902,017	3,430	41	15,351	249	11,378	239	1,092,090	27,330	1,119,420
Franklin	2,992,401	11,717	73	51,615	382	42,022	407	4,899,510	40,527	4,940,038
Gasconade	587,529	2,656	14	9,296	117	7,575	139	798,721	14,500	813,222

* Contributions due on calendar 1986 taxable payrolls, includes voluntary contributions made to improve employer's experience ratio.

** Excludes transitional claims (an initial claim to establish a new benefit year, filed when a current benefit year expires during a spell of unemployment).

*** Benefits paid under the Regular and Extended Benefits Programs and programs for federal employees, postal employees and military personnel.

UI Contributions (continued)

County	Net Employer Contributions*	Initial Claims** UI	Initial Claims** UCFE UCX	Weeks Claimed UI	Weeks Claimed UCFE UCX	Weeks Paid UI	Weeks Paid UCFE UCX	Amount of Benefit Payments*** State UI	Amount of Benefit Payments*** Fed. Funds	Amount of Benefit Payments*** Total
Gentry	85,811	297	5	2,401	40	1,939	40	206,128	5,106	211,235
Green	9,242,564	12,879	163	70,564	791	53,781	793	6,043,657	85,324	6,128,981
Grundy	600,540	1,060	21	4,342	95	3,415	68	328,746	8,755	337,501
Harrison	155,272	534	5	3,138	34	2,462	24	220,712	3,129	223,841
Henry	466,182	1,904	27	11,387	166	9,000	197	1,036,415	21,543	1,057,959
Hickory	74,514	421	21	3,002	153	2,117	158	224,854	19,404	244,258
Holt	102,343	237	3	1,865	6	1,414	13	155,677	1,529	157,207
Howard	163,030	931	15	4,032	71	3,171	91	344,363	9,067	353,431
Howell	1,136,800	4,509	41	17,695	279	12,213	229	1,122,167	26,672	1,148,839
Iron	266,966	1,140	18	6,301	217	4,912	178	534,283	19,451	553,734
Jackson	33,101,034	42,404	903	296,717	5,643	213,870	7,026	25,377,945	686,880	26,064,826
Jasper	3,958,177	7,093	66	41,107	355	31,019	331	3,370,531	36,538	3,407,069
Jefferson	3,169,429	18,773	195	98,828	1,063	83,294	888	9,973,562	101,033	10,074,595
Johnson	645,663	2,310	102	11,763	595	8,760	593	982,227	61,400	1,043,627
Knox	85,692	216	1	1,403	5	1,143	4	125,460	560	126,020
Laclede	1,423,319	5,094	48	16,151	200	11,826	208	1,187,677	22,566	1,210,243
Lafayette	573,040	2,774	22	16,412	132	13,278	161	1,566,069	17,068	1,583,137
Lawrence	587,075	2,104	32	11,583	132	8,567	101	920,857	12,539	933,396
Lewis	223,355	302	2	1,991	40	1,628	38	161,357	4,089	165,447
Lincoln	521,552	3,098	15	17,479	59	14,895	128	1,828,444	8,994	1,837,438
Linn	660,345	1,292	7	7,295	19	6,047	36	620,202	3,230	623,433
Livingston	546,973	1,158	13	5,849	74	4,784	97	459,230	10,488	469,719
McDonald	420,650	733	18	4,920	101	3,514	66	399,217	8,261	407,478
Macon	450,250	3,052	8	9,201	38	7,238	30	781,703	3,970	785,673
Madison	393,648	1,939	10	6,783	79	5,315	73	525,890	8,386	534,276
Maries	128,895	1,325	6	5,300	69	4,310	66	449,987	7,799	457,787
Marion	957,302	1,624	15	10,520	85	8,589	110	886,256	10,149	896,406
Mercer	27,346	134	0	959	0	731	0	83,118	0	83,118
Miller	785,822	2,593	14	15,645	111	13,387	128	1,416,131	13,617	1,429,749
Mississippi	590,925	2,389	26	9,884	142	7,700	71	708,457	9,273	717,731
Moniteau	385,345	1,403	9	6,902	63	5,701	60	618,831	6,362	625,194
Monroe	243,350	571	11	4,851	65	4,315	57	485,101	6,443	491,544
Montgomery	242,280	1,220	3	5,846	23	4,735	56	534,509	4,270	538,780
Morgan	373,481	1,303	10	7,652	44	5,942	96	628,147	5,420	633,568
New Madrid	921,649	1,894	33	10,867	220	8,419	150	841,813	16,864	858,677
Newton	1,322,658	3,553	37	19,210	132	14,450	79	1,604,115	10,606	1,614,722
Nodaway	567,677	650	10	4,074	82	2,984	64	333,564	8,262	341,826
Oregon	155,177	933	10	5,623	65	4,157	50	401,616	5,338	406,955
Osage	199,182	1,039	8	4,314	49	3,654	42	387,842	5,128	392,971
Ozark	143,616	652	3	3,924	61	2,689	90	268,986	9,520	278,507

* Contributions due on calendar 1986 taxable payrolls, includes voluntary contributions made to improve employer's experience ratio.

** Excludes transitional claims (an initial claim to establish a new benefit year, filed when a current benefit year expires during a spell of unemployment).

*** Benefits paid under the Regular and Extended Benefits Programs and programs for federal employees, postal employees and military personnel.

UI Contributions (continued)

County	Net Employer Contributions*	Initial Claims** UI	Initial Claims** UCFE UCX	Weeks Claimed UI	Weeks Claimed UCFE UCX	Weeks Paid UI	Weeks Paid UCFE UCX	Amount of Benefit Payments*** State UI	Amount of Benefit Payments*** Fed. Funds	Amount of Benefit Payments*** Total
Pemiscot	640,552	2,198	39	9,884	375	7,342	254	663,868	27,081	690,949
Perry	562,296	2,646	11	10,217	22	8,524	20	898,447	1,223	899,670
Pettis	1,419,197	3,640	53	19,763	328	15,754	319	1,621,464	33,819	1,655,283
Phelps	789,846	2,589	73	14,964	549	12,129	553	1,234,799	61,183	1,295,982
Pike	406,924	1,901	23	9,807	126	8,119	109	859,480	12,304	871,785
Platte	1,700,304	2,227	50	13,989	242	8,869	216	1,082,005	26,547	1,108,552
Polk	319,107	1,600	16	8,208	65	6,723	72	720,616	5,654	726,270
Pulaski	705,320	3,292	344	12,950	3,129	9,704	3,002	940,667	311,067	1,251,735
Putnam	90,851	161	1	1,017	22	1,053	19	110,344	2,470	112,814
Ralls	131,497	528	7	3,430	36	2,937	35	317,789	3,837	321,626
Randolph	747,865	1,944	21	13,728	87	11,803	76	1,285,678	8,957	1,294,635
Ray	261,650	1,880	15	9,984	52	7,576	85	904,945	6,558	911,503
Reynolds	144,501	646	7	4,076	85	3,397	61	347,774	7,850	355,624
Ripley	186,241	995	14	5,623	170	4,095	162	402,122	19,699	421,821
St. Charles	7,945,673	14,325	172	89,392	915	75,129	758	9,349,884	86,251	9,436,135
St. Clair	96,269	571	8	4,157	49	3,119	43	334,861	4,516	339,378
Ste. Genevieve	662,811	2,153	16	8,702	144	7,055	152	765,249	16,034	781,283
St. Francois	1,487,795	5,654	87	31,740	557	26,110	439	2,892,482	55,550	2,948,032
St. Louis City	24,925,013	34,949	773	262,915	6,450	211,677	7,724	22,816,463	743,668	23,560,131
St. Louis Co.	56,380,972	50,511	876	344,863	5,914	284,373	6,237	33,701,662	616,142	34,317,805
Saline	781,886	2,904	22	10,034	95	7,449	86	752,907	7,717	760,625
Schuyler	37,106	386	1	2,152	6	1,524	13	147,264	980	148,244
Scotland	65,968	229	2	1,488	5	1,145	6	120,584	622	121,206
Scott	1,205,027	4,866	59	21,706	306	17,039	223	1,755,137	26,964	1,782,102
Shannon	195,014	1,391	61	5,111	519	3,905	644	345,169	69,517	414,686
Shelby	161,497	515	6	1,709	48	1,303	63	143,504	8,024	151,528
Stoddard	1,263,579	4,704	71	19,501	267	15,757	275	1,567,287	30,409	1,597,697
Stone	802,789	2,273	9	15,317	51	12,853	74	1,284,521	6,879	1,291,401
Sullivan	122,461	338	0	2,006	6	1,456	4	156,306	520	156,826
Taney	1,269,434	3,713	10	27,302	49	23,462	64	2,306,110	6,043	2,312,153
Texas	851,880	4,828	47	15,270	348	11,295	294	1,067,767	33,351	1,101,119
Vernon	430,162	1,229	17	6,751	107	4,481	46	487,400	5,730	493,131
Warren	610,992	2,088	14	12,942	34	11,189	41	1,382,860	4,879	1,387,739
Washington	288,231	3,509	20	17,929	158	15,160	123	1,672,741	15,190	1,687,932
Wayne	393,282	1,956	37	8,533	293	6,264	301	620,841	30,001	650,842
Webster	483,672	3,210	40	13,046	173	9,797	127	1,082,718	12,892	1,095,610
Worth	39,646	87	1	791	5	651	3	69,039	390	69,429
Wright	738,487	2,891	25	9,002	91	6,443	70	613,513	8,173	621,687
Out-Of-State	128,205	27,443	610	179,122	4,756	93,148	2,216	11,073,268	238,368	11,311,636
NEC	5,723,071	3,000	12	20,063	214	65,850	2,158	7,785,516	245,127	8,030,643

* Contributions due on calendar 1986 taxable payrolls, includes voluntary contributions made to improve employer's experience ratio.

** Excludes transitional claims (an initial claim to establish a new benefit year, filed when a current benefit year expires during a spell of unemployment).

*** Benefits paid under the Regular and Extended Benefits Programs and programs for federal employees, postal employees and military personnel.

UI Claims and Benefits

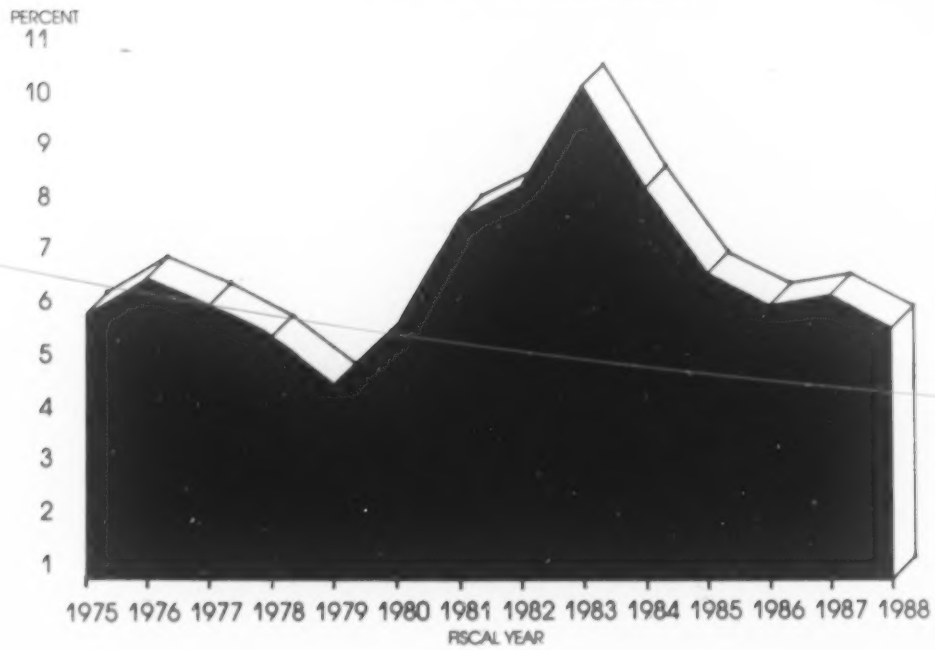
Calendar Year	First Payments	Weeks Compensated	Benefits Paid $(000)	Average Weekly Benefit	Average Duration (Weeks)	Exhaustion Rate (%)	Federal Loans $(000)	Net Reserves Dec. 31 $(000)
1938	—	—	—	—	—	—	—	$ 4,036
1939	—	657,247	$ 5,461	$ 8.68	—	—	—	49,283
1940	141,876	880,080	7,259	9.09	6.2	55.3	—	58,106
1941	84,605	605,736	5,388	9.60	7.2	44.8	—	77,744
1942	67,588	696,183	7,130	12.35	10.3	44.8	—	90,787
1943	20,072	179,395	2,359	13.82	8.9	29.8	—	111,216
1944	15,734	109,439	1,576	15.27	7.0	22.0	—	139,505
1945	70,453	600,941	9,916	16.75	8.5	39.0	—	159,758
1946	109,318	1,290,676	20,946	16.40	11.8	49.6	—	158,616
1947	87,692	1,046,955	16,893	16.40	11.9	39.0	—	166,366
1948	85,376	866,344	13,410	16.20	10.1	30.6	—	181,867
1949	138,762	1,378,439	22,479	17.17	9.9	29.0	—	187,516
1950	103,962	1,224,621	19,854	16.94	11.8	29.8	—	194,674
1951	91,347	765,324	12,090	17.30	8.4	17.8	—	214,143
1952	82,952	739,307	13,624	19.87	9.5	15.0	—	220,507
1953	100,284	817,896	15,534	20.50	8.2	16.8	—	224,259
1954	153,044	1,801,509	36,666	21.46	11.8	27.7	—	208,060
1955	105,095	1,191,127	23,478	21.13	11.3	23.9	—	208,297
1956	116,848	1,091,592	21,757	21.36	9.4	20.2	—	217,618
1957	124,079	1,172,230	24,753	22.58	9.5	20.5	—	226,562
1958	156,463	1,989,661	50,772	27.53	12.7	23.3	—	205,467
1959	117,097	1,266,837	32,250	27.46	10.8	21.1	—	208,199
1960	148,740	1,558,290	41,317	28.61	10.5	19.5	—	201,724
1961	147,193	1,923,189	52,229	29.11	13.1	25.4	—	194,427
1962	130,327	1,474,902	43,902	31.88	11.3	22.8	—	199,077
1963	125,769	1,368,164	41,858	32.95	10.9	20.2	—	206,895
1964	112,080	1,203,664	37,321	33.36	10.7	19.5	—	220,055
1965	101,194	991,475	31,109	33.79	9.8	17.8	—	241,074
1966	90,290	864,607	29,159	36.99	9.6	13.6	—	266,231
1967	106,905	992,480	34,363	38.37	9.3	13.7	—	267,957
1968	93,423	906,196	34,613	41.51	9.7	14.3	—	277,404
1969	96,682	943,372	39,053	44.85	9.8	15.3	—	286,736
1970	159,483	1,604,229	73,237	48.67	10.1	17.4	—	263,566
1971	144,090	1,795,065	84,840	49.53	12.5	26.3	—	232,054
1972	118,970	1,486,290	72,137	51.04	12.5	26.1	—	230,723
1973	115,220	1,359,369	68,869	53.39	11.8	23.1	—	236,366
1974	171,853	1,822,9[illegible]	98,089	56.44	10.6	24.5	—	245,490
1975	238,288	3,618,602	227,744	66.18	15.2	38.3	—	94,893
1976	176,229	2,275,766	155,784	73.07	12.9	37.2	—	88,994
1977	166,703	1,983,264	138,593	74.05	11.9	31.3	—	120,988
1978	168,689	1,808,575	129,443	75.62	10.7	29.8	—	210,948
1979	189,700	2,042,387	153,961	77.82	10.8	27.3	—	295,904
1980	244,383	3,284,393	288,371	88.41	13.4	36.8	—	125,698
1981	219,900	2,881,462	263,860	91.45	13.1	36.4	—	1,188
1982	237,824	3,259,355	312,397	93.72	13.7	38.3	89,825	(64,307)
1983	182,975	2,627,809	246,559	93.83	14.4	43.5	89,825	(35,546)
1984	160,780	1,854,359	169,173	91.23	11.5	30.6	—	91,823
1985	165,854	2,051,313	194,803	94.97	12.4	26.8	—	217,310
1986	172,060	2,180,519	221,854	101.74	12.7	27.2	—	321,056
1987	153,103	2,071,041	212,699	102.70	13.5	29.0	—	346,392

UI Employment and Earnings

Calendar Year	Average Number of Covered Employers	Average Monthly Covered Employees	Wages Paid In Covered Employment (In thousands) Total	Wages Paid In Covered Employment (In thousands) Taxable	Contrib. Due (000)	Avg. Tax Rate Percent Of Total Wages	Avg. Tax Rate Percent Of Taxable Wages	Taxable Wage Base
1938	12,499	501,398	$ 636,789	$ 636,789	$ 19,136	3.01%	3.01%	Total
1939	13,269	527,478	686,265	686,265	19,521	2.84	2.84	Total
1940	13,829	554,111	734,694	734,694	19,837	2.70	2.70	Total
1941	13,657	656,086	970,653	899,999	24,300	2.50	2.70	$3,000
1942	13,351	719,560	1,201,732	1,090,470	16,422	1.37	1.51	3,000
1943	13,051	752,079	1,400,114	1,262,961	21,430	1.53	1.70	3,000
1944	13,620	722,991	1,463,255	1,305,962	26,415	1.81	2.02	3,000
1945	13,577	705,408	1,498,132	1,330,780	25,621	1.71	1.93	3,000
1946	13,791	722,173	1,628,575	1,407,771	16,414	1.01	1.17	3,000
1947	14,702	762,231	1,920,696	1,620,075	22,103	1.15	1.36	3,000
1948	16,682	779,043	2,139,021	1,752,771	25,606	1.20	1.46	3,000
1949	17,534	763,656	2,176,430	1,762,109	23,655	1.09	1.34	3,000
1950	18,060	781,645	2,362,343	1,866,030	22,870	0.97	1.23	3,000
1951	19,501	825,835	2,672,369	2,051,528	26,750	1.00	1.30	3,000
1952	19,004	854,981	2,959,113	2,205,738	12,296	0.42	0.56	3,000
1953	19,617	883,468	3,236,132	2,337,919	13,678	0.42	0.59	3,000
1954	20,176	844,815	3,192,574	2,260,929	15,003	0.47	0.66	3,000
1955	20,772	862,986	3,406,504	2,338,209	18,482	0.54	0.79	3,000
1956*	33,372	937,275	3,794,664	2,577,230	26,341	0.69	1.02	3,000
1957	34,036	949,833	3,976,990	2,610,877	25,708	0.65	0.98	3,000
1958	35,726	923,116	4,016,128	2,569,281	25,664	0.64	1.00	3,000
1959	36,630	953,308	4,374,882	2,699,536	29,301	0.67	1.09	3,000
1960	36,705	961,295	4,532,989	2,737,944	28,779	0.63	1.05	3,000
1961	36,830	945,691	4,575,125	2,705,006	40,085	0.88	1.48	3,000
1962	37,067	964,745	4,850,506	2,800,898	42,250	0.87	1.51	3,000
1963	36,765	984,561	5,169,784	2,891,540	42,435	0.82	1.47	3,000
1964	37,012	1,007,848	5,536,341	3,004,209	42,714	0.77	1.42	3,000
1965	37,583	1,051,848	6,064,819	3,159,712	44,409	0.73	1.41	3,000
1966	37,947	1,110,878	6,504,283	3,386,103	44,219	0.68	1.31	3,000
1967	38,466	1,136,133	6,966,257	3,491,807	23,430	0.37	0.67	3,000
1968	38,660	1,165,930	7,632,888	3,668,116	32,385	0.42	0.88	3,000
1969	38,919	1,203,717	8,234,186	3,821,001	35,095	0.43	0.94	3,000
1970	39,720	1,189,325	8,695,885	3,802,890	35,958	0.41	0.95	3,000
1971	40,693	1,173,986	9,056,193	3,751,398	38,310	0.42	1.02	3,000
1972**	72,569	1,352,122	10,752,904	5,494,228	64,701	0.60	1.18	4,200
1973	85,196	1,446,037	11,640,149	5,580,447	58,575	0.50	1.79	4,200
1974	86,038	1,460,640	12,565,740	5,679,258	92,621	0.74	1.63	4,200
1975	87,121	1,411,946	13,091,625	5,517,783	86,793	0.66	1.57	4,200
1976	89,997	1,472,109	15,928,705	6,132,035	163,949	1.03	2.67	4,500
1977	91,023	1,530,843	16,225,290	6,524,563	170,377	1.05	2.61	4,500
1978***	99,892	1,835,143	21,085,209	8,710,463	211,890	1.00	2.43	6,000
1979	103,965	1,890,608	23,482,229	9,162,637	208,356	0.89	2.27	6,000
1980	106,747	1,849,072	25,105,822	9,126,346	91,816	0.37	1.01	6,000
1981	106,813	1,838,552	27,185,203	9,226,566	145,993	0.54	1.58	6,000
1982	106,345	1,798,639	28,356,202	9,556,739	253,755	0.89	2.66	6,600
1983	107,966	1,820,539	30,122,012	10,143,351	279,981	0.93	2.76	7,000
1984	111,292	1,914,118	33,250,462	10,888,274	287,115	0.86	2.64	7,000
1985	115,691	1,972,705	35,710,862	12,419,731	303,522	0.85	2.44	8,000
1986	119,045	2,023,163	37,863,302	13,527,378	294,549	0.78	2.18	8,000
1987	119,662	2,074,484	40,211,541	12,671,481	215,534	0.54	1.70	7,500

* Coverage extended to 4 or more
** Coverage extended to 1 or more plus state hospitals and higher education
*** Coverage extended to state and local governments, agriculture, domestics and nonprofit

Missouri Unemployment Rate



Shared Work Plan

Starting in October, 1987 Missouri has a shared work plan which allows employees of participating employers to draw partial UI benefits in exchange for voluntarily reducing their hours of work. The plan allows some workers who would be laid off full-time to work at least 60% of their regular hours if all workers in the effected section agree to a similar reduction in work hours. In return all effected workers can draw up to 40% of their weekly UI benefits. The benefits are not reduced due to earning. All benefits paid under Shared Work are charged to the participating employer and in some cases may raise the employer's contribution rate. The employers voluntarily elect to participate in this program in order to retain their trained workers.

During FY 1988 there were 537 claims for benefits under Shared Work, resulting in a total of 6,257 weeks claimed and benefit payments of $179,475.

Appeals

The Missouri Employment Security Law provides for appeals from deputies' determinations concerning unemployment insurance benefits and employer liability.

After an appeal is filed, a trial-type hearing is conducted by an Appeals Referee who then renders a written decision. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

During fiscal year 1988, the staff of 33 Appeals Referees and 36 support personnel dealt with 24,576 appeals. There were 23,922 unemployment insurance appeals involving individual claimants resolved by written decisions or orders.

In addition, 41 cases involving 594 claimants unemployed as a result of labor disputes and 613 appeals concerning employer tax liability were heard and decided.

Missouri Division of Employment Security
Directory of Local Offices

Main Local Office	Manager	Administrative Areas Served	Branch Office(s)
Arnold	John A. Sullivan	Jefferson	
Branson	John M. Miller	Stone, Taney	
Cape Girardeau		Bollinger, Cape Girardeau, Perry	
Chillicothe	John T. Cope	Caldwell, Daviess, Grundy, Linn, Livingston, Mercer	
Clinton	Dennis Murphy	Benton, Henry, Hickory, St. Clair	
Columbia	Dean L. Smith	Boone, Callaway, Cooper, Howard	
Crestwood	Bill R. Haney	St. Louis County	
Flat River	Bill H. Miller	Iron, Madison, Ste. Genevieve, St. Francois, Washington	
Gladstone	Wayman M. Snead	Clay, Platte	
Grandview	Carolyn E. Londerholm	Cass, Jackson	
Hannibal		Clark, Lewis, Marion, Monroe, Pike, Ralls, Shelby	
Independence	Francis E. Zizza	Jackson	Blue Springs
Jefferson City	Philip Harman	Cole, Miller, Moniteau, Osage	
Joplin	Louis E. Kelley	Jasper, McDonald, Newton Branch Office: Jasper, McDonald, Newton	Carthage
Kansas City DT	Jacquelyn Jackson	Jackson	
Kennett	Freddie L. Graham	Dunklin (South) Caruthersville: Pemiscot Malden: Dunklin (North), New Madrid (1/4NW)	Caruthersville Malden
Kirksville	R. Duane Bradley	Adair, Knox, Putnam, Schuyler, Scotland, Sullivan	
Lebanon	David E. Jeffries	Camden, Dallas, Laclede, Wright Branch Office: Camden	Camdenton
Lexington	Ancel E. Parman	Lafayette, Ray	
Marshall	Marion L. Cooper	Carroll, Saline	
Maryville	Beverly Alford	Atchison, Gentry, Harrison, Nodaway, Worth	
Mexico	W. Roger Otey	Audrain, Montgomery	
Moberly	Jack W. Guthrie	Chariton, Macon, Randolph	
Monett	Charles H. Sanders	Barry, Lawrence	
Nevada	Iva L. Reed	Barton, Bates, Cedar, Vernon	
Poplar Bluff	Joseph D. Swafford	Butler, Carter, Reynolds, Ripley, Wayne	
Rolla	Lloyd T. Misner	Crawford, Dent, Maries, Phelps, Pulaski	
St. Ann	John E. Pendleton	St. Louis County	
St. Charles	Eugene F. Wilson	St. Charles County, Lincoln, Warren	
St. Joseph	Peggy J. Tolbert	Andrew, Buchanan, Clinton, DeKalb, Holt	
St. Louis DT	William K. Thompson	St. Louis City	
St. Louis North	Amerilys L. Bowden	St. Louis City	
St. Louis South	J. Nolan Hollingsworth	St. Louis City	
Sedalia	Samuel S. Peterie	Johnson, Morgan, Pettis	
Sikeston	John R. Grimsley	Mississippi, New Madrid, Scott, Stoddard Branch Office: Stoddard	Dexter
Springfield	Paul H. Hitt	Christian, Dade, Greene, Polk, Webster Branch Office: Webster	Marshfield
Washington	Jim W. Fox, Jr.	Franklin, Gasconade	
West Plains	David P. Thompson	Douglas, Howell, Oregon, Ozark, Shannon, Texas	